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Kind as is

The Executive Committee of the Board of Trustees
Met on Monday, September 12, at the School at 4 p.m. on July
There were present: W. E. Edwards, Chairman, Dr. Perry,
Messrs. W. E. Edwards, W. E. Turner, Mr. Parsons, Mr. Thomas, Mr.
St. John, Mr. W. E. Edwards, President of Teachers and Growth,
and Mr. Noel Nelson, Vice-President, Mr. Messrs.

MOSES BROWN SCHOOL

Headmaster's Reports

To School Committee and Trustees

10/3/55 - 5/5/59

To Yearly Meeting

6/56 - 6/59

Minutes of School Committee

10/4/55 - 6/24/59
46/26/59

Minutes of Executive Committee of School Committee

11/20/56 - 4/14/59

Minutes of Trustees

8/9/55 - 5/4/59

Minutes of Executive Committee of Trustees

7/26/55 - 12/4/58

EC BT 7/26/55 M1

EC BT 7/26/55 M2 Brown School, August 9, 1955

The Executive Committee of the Board of Trustees of Moses Brown School met at the School at 4 p.m. on July 26, 1955. There were present: Mr. Edwards, chairman, Dr. Perry, Mrs. Sisson, Mr. Snyder, Mr. Tanner, Mr. Vervena, Mr. Thomas, Mr. St. John, with Mr. McIntosh, President of Tamblyn and Brown, and Mr. Noel Hudson, Vice-President, as guests.

Mr. Hudson summarized the report of Tamblyn and Brown concerning the public relations of the School and the prospects for a financial campaign. A questionnaire sent to 400 selected alumni was answered by 190 - this 47 per cent response is considered unusually good. The report repeatedly emphasized the prestige of the School and the confidence of the community in the School's work. The report made the point that loyalty to the School seems dormant in some individuals, but fundamentally sound and ready to be brought into action among both alumni and parents.

Alumni expressed particular interest in 1) an increase in teachers' salaries; 2) a more fully developed pension plan for teachers; 3) an over-all plan for renovation and expansion, with priority for new science laboratories. Since the report will be available in full, details are omitted here. The report recommended ^{that} an intensive financial campaign be undertaken in the next ten months, and that it be followed by a long-range development program. The initial campaign would be for a goal of \$400,000, to be raised in pledges payable over three tax years. An additional \$600,000 would be sought in the following five years.

Dr. Perry asked whether annual giving might not be more effective than endowment as a means of raising faculty salaries. Mr. McIntosh felt that the intensive campaign should be followed, in the fourth year, by the beginning of an annual giving program.

Mr. Thomas expressed concern for keeping new library space in mind with high priority. He felt that the New England Association could not accredit the School until the library is expanded (the School will automatically be surveyed for accreditation within a year or so).

Mr. St. John agreed with Dr. Perry on the importance of immediate income for faculty salaries. He suggested that a substantial increase to income might come from boarding tuition if we could make the School facilities sufficiently attractive to draw more boarders.

Mr. McIntosh proposed a first announcement of the campaign early in November at a School convocation. He felt that actual solicitation would be made only for special gifts before the end of the calendar year and that the main campaign would come in the winter or spring of 1956. Mr. Snyder and Dr. Perry

There were people in the community who should know about the Moses Brown campaign before the Lincoln campaign goes far.

Mr. Edwards said that he had hoped the report would recommend an annual giving program for three years, followed by a capital campaign. He was, however, impressed by the arguments for an immediate capital campaign.

It was moved, seconded, and unanimously voted that the Executive Committee approve the Tammlyn and Brown Report in principle, subject to approval by all members of the Survey Committee, of which Mr. Tanner is chairman. If this Committee approves, then a Trustee meeting will be called to act on the Report.

George C. St. John, Jr.
Acting Secretary

The Board asked whether annual giving might not be more effective than the present plan as a means of raising funds. Mr. Edwards said that the campaign should be followed in the next year, by the beginning of an annual giving program.

Mr. Tanner suggested a campaign for the new library space in the new building. He said that the new building Association could not accept the plan until the library is expanded (the school will automatically be enlarged for an addition within a year or so).

Mr. St. John agreed with Mr. Tanner on the importance of immediate action for the new library. He suggested that a substantial increase in income might come from housing tuition. It was decided that the School Committee will study the matter to give more income.

Mr. Melton proposed a first announcement of the campaign early in the year as a school contribution. He said that a solicitation would be made only for special gifts before the end of the calendar year and that the main campaign would come in the winter or spring of 1953. Mr. Snyder and Mr. Perry

MINUTES of the Meeting of the Board of Trustees
Moses Brown School, August 9, 1955

A special meeting of the Board of Trustees of Moses Brown School was held Tuesday, August 9, at 4 p.m. in the Headmaster's Study for the purpose of passing on the recommendations of the Survey Report prepared by Tambllyn and Brown, Inc.

The President, Mr. Edwards, declared the occasion notable on two counts, the first appearance of Mr. St. John as Headmaster, and the large attendance by 18 members at a hot mid-summer board meeting.

Mr. St. John paid tribute to three persons who had made possible his happy and profitable introduction to the School, Mr. Thomas, Miss Weeks, and Mr. Meserve.

Mr. Edwards welcomed Mr. William Mackenzie, Chairman of the Parents' Council, and Mr. Barnaby Keeney as new members of the Board. A call of the Roll showed the following persons present: Moses Bailey, Benjamin L. Cook, Jr., William H. Edwards, Mrs. Hovey T. Freeman, Barnaby Keeney, E. John Lownes, Jr., William M. Mackenzie, Dr. Thomas Perry, Jr., Gren O. Pierrel, Mrs. Edwin F. Sherman, Jr., Mrs. Charles P. Sisson, Frederick C. Tanner, Virginia Townsend, Achille G. Wervena and Charles H. White. Excuse for absence was received from: Edith L. Buffum, Alexander C. Purdy, and Donald B. Snyder.

TAMBLYN AND BROWN REPORT

A special meeting of the Evaluation Committee, Frederick Tanner, Chairman, was held July 26 to consider the Tambllyn and Brown report on the fund-raising potential of Moses Brown School. The Executive Committee, acting on the report of this committee, agreed to accept the Tambllyn and Brown report in principle, although not in all details. Mr. Tanner explained that Tambllyn and Brown had recommended a campaign for funds in two operational phases, one 3-year phase for \$400,000, a second 3-year phase for \$600,000. They recommended that the Special Gifts solicitation be concluded before December, 1955.

Two letters were read from Mr. Snyder and Mr. Purdy, both of whom expressed general support of a campaign at this time. Both felt the needs of the School were so great as to leave no alternative to a fund drive but felt some reservations in the light of some of the report's findings.

Mr. Edwards then asked each Board member in turn to express his feelings about a campaign and about the report. Most frequent comment concerned general acknowledgment that school needs were of such magnitude as to demand a special drive for funds; that, however, the timing recommended by Tambllyn and Brown did not allow for initial cultivation of public relations, a step felt by many to be necessary preparation for

A special meeting of the Board of Trustees of Moses Brown School was held Tuesday, August 9, at 1 p.m. in the Boardroom for the purpose of passing on the recommendations of the Harvey Report prepared by Temple and Brown, Inc.

The President, Mr. Edwards, declared the occasion notable on two counts, the first appearance of Mr. St. John as headmaster, and the large attendance by its members at a not infrequently board meeting.

Mr. St. John paid tribute to those persons who had made possible his happy and profitable introduction to the school, Mr. Thomas, Miss Weeks, and Mr. Meserve.

Mr. Edwards welcomed Mr. William MacKenzie, Chairman of the Parents' Council, and Mr. Ramsey Keeney as new members of the Board. A call of the roll showed the following persons present: Moses Bailey, Benjamin I. Cook, Jr., William H. Edwards, Mrs. Harvey T. Freeman, Ramsey Keeney, E. John Thomas, Jr., William M. MacKenzie, Dr. Thomas Berry, Jr., Owen O. Pierrel, Mrs. Edwin W. Sherman, Jr., Mrs. Charles F. Hanson, Frederick G. Tanner, Virginia Townsend, Achille G. Nervens and Charles H. White. Excuse for absence was received from: Edwin L. Bolton, Alexander C. Purdy, and Donald B. Snyder.

TAMPLIN AND BROWN REPORT

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Mr. Edwards then asked each Board member in turn to express his feelings about a campaign and about the report. Most frequent comment concerned general acknowledgment that school needs were of such magnitude as to demand a special drive for funds; that, however, the timing recommended by Temple and Brown did not allow for initial solicitation of public relations, a step felt by many to be necessary preparation for

a campaign. Questions about annual giving as a preface to a capital funds drive were raised; it was pointed out that endowment drives had been pretty much supplanted by annual giving, with attention to special gifts, followed by a capital funds drive. It was said, too, that colleges had found it better to have a Public Relations consultant, doing the main work on a campaign themselves, as professionals do not always fully understand institutions or even the educational process.

Criticism of the Tambllyn and Brown report itself was expressed, many members feeling that it disregarded and contradicted the previous Parkman Report in regard to the need for good public relations prior to a campaign. "Essentially Tambllyn and Brown are proposing a capital funds campaign as a public relations campaign," said one member who thought this erroneous thinking. It was pointed out that the attitude to the new Headmaster would be the decisive factor in raising money and that no attitude by the School and alumni could even be held until they had met him and known his views. This would take time.

The affirmative note of faith in Tambllyn and Brown and in Moses Brown's capacity to raise the funds we need prevailed, some expressing the feeling that times were now good for fund raising, a condition which might not last.

LINCOLN SCHOOL

It was the feeling that Moses Brown should not do any fund raising that would overlap with Lincoln's fall drive. The fact that both schools would hurt each other in such timing and that Board and Yearly Meeting members could not work for both schools if campaigns overlapped was pointed out.

HEADMASTER

It was felt by all that Mr. St. John's feelings about a campaign were an all-important consideration. The Headmaster said he felt acutely the needs of the school, would like to see all the space in the Boarding Department used by 20 to 30 additional boys whose presence there would mean substantial income with little extra outlay. To attract them, he is eager to have something new, showing that Moses Brown is on the forward march. He did feel, however, that it might be wise to push the campaign forward beyond this calendar year. He said that since the report was written Tambllyn and Brown had reconsidered and now felt a campaign starting January 1, 1956, would be wise. He also felt that an announcement now in 1955 of our intentions to conduct a drive later was important in view of Lincoln's opening its solicitation so soon.

AIMS

Conversation revolved about the specific aims of a campaign. It was decided that very careful thought is needed as to the respective merits of a new library, laboratory, gymnasium, or increases in salaries or pensions.

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BT-8/9/55-M3

MINUTES OF THE BOARD OF TRUSTEES
Held at the School on October 11, 1955
L. J. BROWN, President

VOTED: "That a campaign should be held."

VOTED: "It is the sense of the meeting that we go ahead with a capital funds campaign and that such a campaign take place in 1956."

This was interpreted as meaning no start would be made on a campaign until January, 1956.

VOTED: "It is the sense of the meeting that a fund-raising agency be employed to help in the project, the matter of whom to employ and on what terms being left to the Executive Committee, and the matter of timing details being left to them also." October meeting.

Mrs. Freeman expressed the sentiment that she did not approve of two separate campaigns and would prefer to go out for more money, if it is needed, in one drive.

VOTED: "Our confidence is in our Headmaster and not in any fund-raising organization."

Mr. McIntosh of Tamblin and Brown was asked to meet the Board and spoke briefly on the Report. He expressed interest in starting work preliminary to a campaign now, doing list and rating work, hiring a writer, and establishing a committee on priorities and needs.

Moses Brown will return after January 1; at that time the Board will meet. The meeting was adjourned.

The Board approved engaging a professional fund-raising agency to assist in the campaign and left the decision on specific arrangements to its Executive Committee.

Respectfully submitted,

(Signed)

Martha P. Sherman

Secretary

Necessary preliminary work on the campaign will be done this fall. One important need for early decision is the appointment of a campaign committee. I hope you will give your best thought to this matter and make suggestions to me or to the Executive Committee of the Trustees right away.

The School's most urgent physical needs are: A) a new

Voting: "That a campaign should be held."

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This was interpreted as meaning no more would be made on a campaign until January, 1955.

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Mrs. Tamm expressed the sentiment that she did not approve of two separate campaigns and would prefer to go out for more money, if it is needed, in one drive.

Voting: "Our confidence is in our Headquarters and not in any fund-raising organization."

Mr. McIntosh of Tamplin and Brown was asked to meet the Board and speak briefly on the Board. He expressed interest in creating work preliminary to a campaign now, doing list and raising work, hiring a writer, and establishing a committee on priorities and needs.

The meeting was adjourned.

Respectfully submitted,

Karlson E. Stephens

Secretary

(Signed)

MOSES BROWN SCHOOL
PROVIDENCE, R. I.
L. RALSTON THOMAS, HEADMASTER Emeritus

September 1, 1955

To the School Committee and the Trustees of Moses Brown School:

The plans for a Moses Brown fund-raising drive are so important that Dr. Perry, Mr. Edwards, and I want to keep you informed on key decisions as they are made, without waiting for the October meeting.

In the spring the School Committee approved in principle a campaign for funds. After a survey of opinion and interest among Moses Brown parents and alumni, Tamblyn and Brown, Inc., a professional fund-raising firm, recommended an immediate campaign for \$400,000 and a further campaign after three or four years for an additional \$600,000. On August sixteenth the Trustees considered the Tamblyn and Brown Report in detail and decided to conduct the initial campaign in 1956. One definite desire of the Trustees was to prevent or minimize any interference between Lincoln School and Moses Brown School campaigns by postponing all active solicitation for Moses Brown until after January 1; at that time the most intensive initial solicitation for Lincoln will be over.

The Board approved engaging a professional fund-raising agency to assist in the campaign and left the decision on specific arrangements to its Executive Committee. Tamblyn and Brown, Inc. has now been engaged as the professional agency. A full time campaign director from the Tamblyn and Brown staff will be in Providence from January 1 to June 30, 1956, and a full time associate director will be in Providence for four of those months. The director tentatively chosen is a graduate of Germantown Friends School in 1944 and the University of Pennsylvania, an active member of Chestnut Hill Meeting, a director of development for three years in a liberal arts college, a holder of the Ph.D. in American History.

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The School's most urgent physical needs are: A) a new

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

L. RALSTON THOMAS, HEADMASTER Emeritus

gymnasium, B) new science laboratories, C) a new library (more space and more books), D) an extensive (and expensive!) re-grading of athletic fields and re-surfacing of tennis courts. The order is alphabetical only and without prejudice to any claims! All these items are important, yet all cannot be obtained at once.. The School also needs a large sum to put teachers' pensions on a sound insurance basis, with policies purchased for past years of service.

In the next few weeks an architect will study with us the general use of space in the School plant, possible rearrangements, and the relation of such rearrangements to any new building. In October the Trustees will need to establish priorities, estimate costs, and set the specific goals for the 1956 fund-raising effort.

Early this fall a letter will go to alumni and to parents of boys now in the School to tell them about the general plans for raising money to meet the School's most acute needs. Any more widespread publicity ought to come only after we have agreed on our definite campaign goals and main campaign events.

All of us will be forced, during the coming year, to talk a great deal about buildings and money. This is right and necessary. We shall not lose perspective, and we shall not forget that our whole effort as a School is directed toward a contagiously vital and generous community life and toward the best growth in the mind and heart of each individual Moses Brown boy.

Yours sincerely,

George St. John Jr.

Five members of the Board of Trustees of Moses Brown School met with Mr. Noel Hudson and Mr. Arthur Stackpole of Tamblin and Brown, Inc., at four o'clock on September 16, 1955, in the Headmaster's office. Several Trustees at large had been invited to meet with the Executive Committee at this time. There were present: Mr. Benjamin L. Cook, Jr., Mr. William Mackenzie, Dr. Thomas Perry, Jr., Mr. Gren O. Pierrel, Mr. Frederick Tanner, Mr. George St. John, and Mr. Hudson and Mr. Stackpole. Mr. Stackpole spoke about the letter.

Mr. St. John mentioned the main purpose for the meeting: to get a bird's eye view of the proposed financial campaign and steps which ought to be taken this fall to prepare for the campaign. He explained that Mr. Conrad Green, an architect of the firm of Cull, Robinson and Green, has been asked to make preliminary estimates of the cost of certain proposed building and of alterations in present buildings. As soon as these estimates are available, the Trustees will need to make decisions on priorities and then set the specific goals for the financial campaign.

Signed

Mr. Hudson spoke of three things which must surely be done this fall: (1) the appointment of a campaign chairman, and the enlistment of other leaders to head the main committees; (2) a decision on which needs of the School should be met first - this means setting the specific goals of the campaign; (3) setting up lists of potential donors.

In reply to Dr. Perry's question, Mr. Hudson said that he felt the School should explain its total needs as it goes into the campaign, including the fact that approximately one million dollars will be necessary, and that the School should then emphasize whatever needs it believes most immediate. In reply to Mr. Mackenzie's question as to the possibility of trying for one million dollars in one campaign, Mr. Hudson said that as a result of the survey made last spring, Tamblin and Brown felt it would be better to try first for \$400,000, with the understanding that there would be a further fund-raising effort several years later. He hoped that the entire \$400,000 could be pledged in 1956, but felt that actual payments might be made over a period of three years.

Mr. Tanner pointed to the importance of vigorous action this fall in order to prepare adequately for a campaign early in 1956. He felt that we should proceed promptly with preliminary organization of campaign committees. Mr. Pierrel warned about a conflict with the Lincoln campaign. He said he saw no conflict if Moses Brown appointed nine or ten campaign sub-committee chairmen this fall, but did not try to enlist a large number of people in any active planning for the campaign.

school met with Mr. Noel Hudson and Mr. Arthur Steadpole of Tamplin and Brown, Inc., at four o'clock on September 16, 1955, in the Headmaster's office. Several Trustees at large had been invited to meet with the Executive Committee of the school. Those were present: Mr. Benjamin L. Cook, Jr., Mr. William Macomber, Jr., Thomas Perry, Jr., Mr. Gren O. Pierson, Mr. Frederick Tanner, Mr. George St. John, and Mr. Hudson and Mr. Steadpole.

Mr. St. John mentioned the main purpose for the meeting: to see a bird's eye view of the proposed financial campaign and steps which ought to be taken this fall to prepare for the campaign. He explained that Mr. Conrad Green, an architect of the firm of Chas. E. Johnson and Green, was to make preliminary estimates of the cost of building new buildings and of alterations in present buildings. As soon as these estimates are available, the Trustees will need to make decisions on whether or not to build new buildings and on alterations in present buildings.

Mr. Hudson spoke of three things which must surely be done this fall: (1) the appointment of a campaign chairman, and the enlistment of other leaders to head the main committees; (2) a decision on which needs of the School should be met first - this means setting the specific goals of the campaign; (3) to line up lists of potential donors.

In reply to Dr. Hays's question, Mr. Hudson said that he felt the school should explain its total needs as it goes into the campaign, including the fact that approximately one million dollars will be necessary, and that the School should then establish priorities as to the needs which are most urgent. To Mr. Macomber's question as to the possibility of raising for one million dollars in one campaign, Mr. Hudson said that as a result of the survey made last spring, Tamplin and Brown said it would be better to try to raise \$500,000 over several years later. He hoped that the entire \$1,000,000 could be raised in 1956, but felt that actual payments might be made over a period of three years.

Mr. Tanner pointed to the importance of vigorous action this fall in order to prepare adequately for a campaign early in 1956. He felt that we would proceed promptly with the primary organization of campaign committees. Mr. Pierson agreed about a committee with the Lincoln campaign. He said he saw no conflict if these groups organized now or later in their sub-committee divisions this fall, but did not try to resist a large number of people in any active planning for the campaign.

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MOSES BROWN SCHOOL

There was discussion of the previous Trustee decision to make some general announcement about a Moses Brown campaign early this fall. It was agreed that an announcement should be released to newspapers on Monday, September 26, and that a letter to the parents of students now in Moses Brown and to alumni of the School should go out at such a time that it would reach parents and alumni on the 26th or 27th. It was felt that such a letter could go most appropriately from Mr. Edwards, and Mr. St. John is to make the arrangements with Mr. Edwards about the letter.

It was agreed that a meeting of the Executive Committee ought to be held within the next week or ten days to consider the appointment of a campaign chairman and to consider other matters which need early decision in connection with the campaign.

language arts, reading, arithmetic, history, science, arts and crafts. The Upper School faculty discussed "The Week End Program for Boarding Students," "Government," "School Regulations and Student Conduct," "Term Examinations," and "Reports to Parents."

Signed

George St. John, Jr.

George St. John, Jr.
Secretary

FACULTY CONFERENCE

Through small committees appointed to give preliminary thought to these subjects, practically every member of the faculty participated in intensive discussion and in the formulation of recommendations. The committees made thoughtful and provocative reports which expedited the discussions of the entire faculty. The Upper School teachers gave strong support to suggestions for a wide variety of recreational-educational activities for boarding students on the west ends, and a committee under Mr. Hutten's leadership will work with boys and teachers to carry out the suggestions. There was full agreement on expanding the functions of the Student Activities Committee to make it a medium for steady student-faculty consultation and a medium through which students can take responsibility for many aspects of School morale and responsibility for many constructive School projects.

"It is not the atomic bomb that will destroy civilization," writes Ellen Key. "But civilized society can destroy itself - finally, no doubt, with bombs - if it fails to understand intelligently and to control the aids and deterrents to cooperation." These early meetings proved the capacity of the faculty for imaginative cooperation, and we shall work together to maintain this high level of team work. We are all eager also to give boys the habit of team work and to give them first-hand experience in working out problems in democratic and responsible fashion. This will be our major line of effort throughout the year.

In his talk to the Lincoln and Moses Brown School faculties on September 25, Gilbert Gilpeck, director of studies at Fendie Hill, restated vividly the importance of helping each individual boy or girl to find his or her true self. He laid emphasis on the uniqueness of the individual

campaign. It was agreed that a meeting of the Executive Committee should be held within the next week or two to discuss the organization of a campaign committee and coordinate with the various relief work in connection with the

Secretary

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MOSES BROWN SCHOOL
PROVIDENCE, R. I.

THE HEADMASTER'S STUDY

September 28, 1955

To the Board of Trustees of Moses Brown School
To the Committee on Moses Brown School and Lincoln School

When the public schools of Providence postponed their opening until September 26 because of the number of cases of poliomyelitis, it seemed wise for Moses Brown School to postpone its opening also. It was possible in part to "turn a bad thing into a good one" by using three of the six extra vacation days for a faculty conference on School problems. The Lower School faculty discussed its work in all fields; language arts, reading, arithmetic, history, science, arts and crafts. The Upper School faculty discussed "The Week End Program for Boarders," "Student Government," "School Regulations and Student Morale," "Term Examinations," and "Reports to Parents."

FACULTY CONFERENCE

Through small committees appointed to give preliminary thought to these subjects, practically every member of the faculty participated in intensive discussion and in the formulation of recommendations. The committees made thoughtful and provocative reports which expedited the discussions of the entire faculty. The Upper School teachers gave strong support to suggestions for a wide variety of recreational-educational activities for boarding students on the week ends, and a committee under Mr. Hutton's leadership will work with boys and teachers to carry out the suggestions. There was full agreement on expanding the functions of the Student Activities Committee to make it a medium for steady student-faculty consultation and a medium through which students can take responsibility for many aspects of School morale and responsibility for many constructive School projects.

"It is not the atomic bomb that will destroy civilization," writes Elton Mayo. "But civilized society can destroy itself - finally, no doubt, with bombs - if it fails to understand intelligently and to control the aids and deterrents to cooperation." These early meetings proved the capacity of the faculty for imaginative cooperation, and we shall work together to maintain this high level of team work. We are all eager also to give boys the habit of team work and to give them first-hand experience in working out problems in democratic and responsible fashion. This will be one major line of effort throughout the year.

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and reminded us indirectly to search for the unique best in each individual, including qualities which do not show on scholastic aptitude tests or in percentile rank on reading or achievement examinations.

ENROLLMENT

The boarding boys returned on September 26, seventy-three strong, an increase of eleven over the number of boarders last year. The total School enrollment is 399 as compared with 389 last year. We have room for one or two more in the second and fifth grades, but we have had to refuse excellent applicants for practically all other grades. The great majority of our boarders come from New England and particularly from places close to Providence; there are boys in the School this year from Missouri, Florida, Illinois, Colombia, Puerto Rico, Italy, and Pakistan.

When we abandon Belmont as a Lower School dormitory in accordance with the Trustees' decision, we shall have space for fifteen more boarders there, and twenty more in all. An increase of twenty boarders would be a great help financially - it would mean a substantial added income with virtually no increase in overhead. We shall make every effort to find the right boarding boys to fill these places - boys who can meet our high academic standards and our high standards in character and point of view.

FACULTY CHANGES

There is one new teacher in the Upper School, Mr. William Taber, who has taught at the Friends School in Barnesville, Ohio, and at Pennington School, New Jersey. He will teach English and have charge of a dormitory. Mr. William Reifsnnyder, who returns after a year of study and work in musical composition, will teach English and Music and direct the Glee Club and the Proscenium Club. He will take the place of Mr. Jay Kennedy, who has gone to a Wisconsin school after nine years at Moses Brown.

Mrs. John Conron, who has had responsible positions in the Rhode Island school system, follows Mrs. Thomas as music teacher in the Lower School. Mrs. Jadvyga McCloskey, who has a degree from the Sorbonne and an M.A. from Brown, will teach French in the Lower School. Mrs. Margaret Spencer, who has taught for four years near Birmingham, England, will assist in the second and third grades. Mr. Richard Borod, Brown '54, will teach social studies in the sixth grade.

Because Mrs. Flynn resigned in mid-September, we have the difficult task now of finding a nurse to work with Miss Cook.

Dr. Alexander Purdy's retirement as School Minister leaves a great gap in our faculty. Dr. Purdy has preached at our Sunday services for forty-five years; through many years he conducted Bible classes here on Sunday also. He has led our boarding boys in their religious thinking with clarity, imagination, great loyalty to the School.

For this year we shall invite visiting ministers for two Sundays each month. Among those who will speak are Dikran Hadidian, of the Sweet Briar College faculty (October 2), John Kaltenbach, author and Friend (October 9), Robert Wicks, Dean emeritus of the Princeton University Chapel (October 30), Charles Baldwin of Providence (November 6), Charles Rice, The Choate School (November 20), Elfrida Vipont Foulds, English author and Friend (December 4), William Muehl, Yale Divinity School (January 8).

SUMMER WORK ON BUILDINGS

Mr. Goffe's staff and Mrs. Seidel's staff did a great deal over the summer in painting many parts of the buildings, washing walls, and varnishing floors. An outside firm as usual repapered a number of the boys' rooms.

A contractor was engaged to paint the trim on the north side of the main building and on the Lower School at a cost of \$2517. The south side of the main building will be painted next summer.

A new Stonhard floor was laid in a section of the kitchen (\$570.) and new kitchen ranges and steam kettles were installed at a cost of \$2464.

Renovation of Mr. Tinker's apartment in the School's house at 307 Hope Street cost \$551.

THE BUILDING PLAN

A great deal of thought has been given by Trustee-Faculty committees to the School's needs for new buildings. A committee on athletic facilities, under Mr. E. John Lownes, Jr., has secured preliminary estimates on the cost of relocating the track and constructing an improved track, the cost of re-grading several of the playing fields, and the cost of a new gymnasium. Since the estimates on all the changes together come to \$800,000, it is clear that we shall have to choose carefully between what is desirable and what is most urgently needed.

The Building Committee, under Mr. Gren Pierrel, has studied the general specifications for a new Lower School building and has considered plans for relocating the library and the science laboratories. Mr. Conrad Green, of the Providence architectural firm of Cull, Robinson and Green, is working on estimates of the probable cost of several alternative plans. When these estimates are available in early November, it will be essential for the Trustees to decide immediately on the best general building scheme and on priorities among parts of the building program.

Surveys of the present buildings have been made by an electrical engineer, a heating engineer, and a mechanical engineer; their report may be ready for presentation at the meetings of October 3 and 4. The object of these surveys is to get a definite prediction of any major expense likely to be required for renovation in the next ten years. Inquiry is also being made on the expense of building fireproof stairs and stairwells.

FACULTY AND STAFF PENSIONS

It is fortunate that the School Committee adopted a faculty and staff pension plan some years ago and that the School has built a pension fund of \$90,000 by setting aside approximately \$6,000 from the current budget each year since 1945. The income from this fund, now used for pensions to retired members of the faculty, covers only part of the annual pension obligation. In 1946 the Trustees stated their intention of reviewing the pension scheme and implied that consideration would be given to a pension plan supported by annual mutual contributions from faculty members and the School. It is my recommendation that the Trustees appoint a Trustee-Faculty Committee (two Trustees and two teachers) to study the mutual contributory retirement annuity plan of the Teachers' Insurance and Annuity Association. If the faculty and Trustees agree, Moses Brown might well inaugurate a contributory pension plan in cooperation with T.I.A.A. beginning at the start of the fiscal year 1956-57. This would require a five per cent contribution from each teacher's salary plus an additional five per cent contribution from the School. The School would in the long run be relieved of the risks of carrying its own insurance, as we do under the present retirement arrangement.

Schools and colleges which enter the T.I.A.A. pension plan usually attempt to purchase "past service benefits" so that each member of the faculty can retire with a pension of the size it would have been if the contributory scheme had been in operation throughout his or her employment in the School. The School Committee's vote of May 1946 obligates Moses Brown to do something of this kind. The Moses Brown pension plan pledges the School to provide an annual pension equal to one per cent of the average annual salary for the last ten years of service, multiplied by the number of years of service. Thus the pension for some one who has taught here for thirty-three years is one-third of the average salary in the last ten years of service.

The cost of purchasing past-service benefits now for the thirty-one eligible members of the faculty and staff is \$219,429. This figure is high because our faculty and staff has been a very stable group - by next June, sixteen will have served the School for twenty years or more.

We shall certainly have this big pension obligation in mind as we set goals for the fund-raising campaign. While it is not necessary to meet this obligation in one lump sum, we know that each year of delay increases the cash cost of purchasing annuities based on past service.

CURRENT FINANCES

The fiscal year 1954-1955 ended June 30th with an operating gain of \$1,391.99. The sum of \$1,177.61 paid toward pensions, in addition to the income of the pension fund, was charged to administration. A further sum of \$4,822.39 (the balance of the \$6,000 annual item for pensions)

10/3/55-5

was added to the pension fund, and this meant that the year ended with a loss of \$3,430.40 in investment and surplus.

The \$25 increase in tuition for all day boys will increase general income for 1955-56 and makes possible small, but helpful, salary increases for many of the teachers and staff. No other major changes are expected in the current budget for the year. Expenses of the financial campaign will eventually be charged against the gifts made to the School; they can be covered temporarily through the help of one very generous gift received last year.

THE FUND-RAISING CAMPAIGN

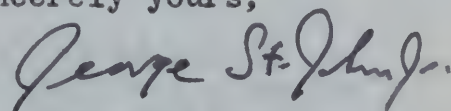
My interim report of September first to the Trustees and School Committee gave the main facts about the anticipated fund-raising campaign. The firm of Tamblyn and Brown has been engaged to assist with this campaign, and a campaign director will work in Providence steadily from January 1 to June 30, 1956. We are all aware, I am sure, that the real work of the campaign and the actual solicitation of gifts have to be done by Trustees, School Committee members, campaign committee members, and other friends of the School.

Trustees and School Committee members need to do a great deal of detailed work this month and next month in preparation for the campaign. There must be intensive study of complex, inter-related problems of building needs and costs before we set our building plan and campaign goals. The pension plan must be studied. A campaign committee chairman and several other campaign leaders must be appointed so that they can begin to consider campaign plans in outline. The material for a campaign booklet - the statement of the School's essential needs and its reasons for asking support from the public - must be in the hands of an editor by the middle of November.

THE SPIRIT OF THE SCHOOL

My first meetings with the Faculty, the Senior Class, and the Parents' Council have strengthened me and made me happy about the spirit of the School. Naturally there will be difficulties and tough spots in the school year. I am confident that boys and teachers want to tackle difficulties with vigor and imagination, with a resolve to work as a team and with an over-arching concern for the good of the School.

Sincerely yours,


George St. John, Jr.
Headmaster

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MINUTES of the Meeting of the Board of Trustees Moses Brown School, October 3, 1955

A meeting of the Board of Trustees of Moses Brown School was held Monday, October 3, at 8 p.m. in Alumni Hall, Dr. Thomas Perry, Jr. presiding. A call of the roll showed the following members present: Moses Bailey, Benjamin L. Cook, Jr., Henry C. Foster, Oliver J. Henderson, William H. Mackenzie, Dr. Thomas Perry, Jr., Dr. Alexander C. Purdy, Mrs. Edwin F. Sherman, Jr., Miss Virginia Townsend, Achille G. Vervena. Excuses for absence were received from: Charles F. Brown, Edith L. Buffum, Woodworth L. Carpenter, William H. Edwards, E. John Lownes, Jr., Mrs. Charles P. Sisson, and Donald B. Snyder. We closed by including them in song was in our affairs.

Parents' Council Report

Mr. Mackenzie, President of the Parents' Council, reported on the first meeting of the year. Mrs. Charles B. Gross was elected a new representative from the pre-primary grade. Dues have been raised from \$2.00 to \$5.00 yearly in order to increase the capacity of the Council to help the School financially on special projects. Last year 92% of the parents contributed, bringing \$1400 into the Treasury. This was used for a ceramics kiln, bleachers, and a ditto machine. The Book Fair has been scheduled for November 3 and 4.

Executive Committee Meetings

Mr. St. John reported on the meetings in August and September at which Tamblin and Brown offered to conduct a financial campaign for the School for a 10-month period. The Committee felt that a shorter campaign of 6 months was desirable, and renegotiated a contract for a substantially smaller fee. For this fee one man will be employed for the 6-month period, with an associate for 4 of the 6 months.

Mr. Conrad Green, architect of the firm of Cull, Robinson and Green, has been asked to make preliminary estimates of the cost of certain proposed buildings and of alterations in present buildings. As soon as these estimates are available, in early November, the Trustees will need to make decisions on priorities and on specific goals for the financial campaign.

Tamblin and Brown feel it essential to do the following immediately: 1) Appoint a campaign chairman and other committee chairmen; 2) Decide the specific goals of the campaign; 3) Organize lists of potential donors.

Announcement

The Providence Evening Bulletin story of September 26 announcing the Moses Brown million dollar development plan was the result of Executive Committee decision. \$400,000 is the goal for 1956. The Committee also voted to send a letter to the parents notifying them of this decision in late September. Dr. Perry feels that now, having made our initial announcement, Moses Brown should have no further publicity about its campaign until Lincoln has finished its solicitation.

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Alumni Association and Engineers have checked the main buildings in fall. The wiring is in excellent condition. In the absence of Mr. Carpenter, Mr. St. John described the plans for Alumni Day, an innovation, to be held on November 5. A football game, cross country meet, buffet supper, and talk by faculty members and Mr. St. John are planned. Attendance is estimated at 100. It is not planned to emphasize the campaign at that time.

Lower School. Present plans include... Dr. Perry brought to the Board's attention that certain alumnae of Moses Brown are still very much interested in it even though the School no longer educates girls. He suggested that thought be given to including them in some way in the affairs of the Association and on mailing lists.

Headmaster's Report major considerations:

1. House Council. The Resident boys have chosen delegates and met for the first time. At this time they helped the faculty plan excursions and amusements for boarders on week ends. The boys have raised the question of smoking at specified times and places, and the whole issue of smoking is being carefully studied. Effort and planning by Faculty, Board, and House.
2. Nurse. Mrs. Flynn, assistant nurse, has resigned and the School needs a replacement.
3. Public Relations. Mr. St. John feels the need to stress the good job the School is doing in its classes by showing it to the parents and explaining it. This he plans to do, both by speaking at the teas planned, and by cooperating with the Parents' Council in having a sample capsule classes for parents to attend some evening in the fall. He also plans a meeting of the Public Relations Committee soon.
4. Reports. Written reports will be sent to parents in Upper School before Christmas and probably again in March, giving more detail and interpretation of the grades. Conferences with parents of every boy regardless of grades are planned in the Lower School. The longer it is delayed. The annual contributory plan is essential because in the past the School could not carry the pension fund as it is now organized. Any suggestions on pensions will be referred to the School Committee.

Footnotes

1. Accreditation. Although our accreditor is not... The Moses Brown Bulletin is sent four times a year to alumnae as well as alumni. Mr. Edwards' letter of September 26 concerning the development plan was sent to the alumnae. A new library would need an accrediting committee.
2. An assistant nurse was engaged on October 6, to begin her duties October 18, plus of a Library Fund.

3. Enrollment. There is an increase of 11 boarding

Alumni Association

1994-1995

5. Building Plans. Engineers have checked the main buildings this fall. The wiring is in excellent condition except for one section in the Intermediate classrooms. The heating and hot water system is adequate for now, but will need major overhaul in about 10 years. Estimates are being obtained on a fire-proof stair well. Present plans indicate it would be best to put the library in the Intermediate rooms, make the present Lower School into a Science Wing, and thereby make necessary a new Lower School building. One suggested area for this is in the wooded grove beyond Alumni Hall, the other, west of the Study Hall. Easy access to the dining room and traffic problems involved are major considerations.

Athletic Field. A proposed area for a new football field and track between Lloyd Avenue and the West Walk proves too small and it is now proposed to extend the east athletic field to Weymouth Street, cutting into the bank on the southwest. Plans for a gymnasium depend on Lower School plans. Cooperative effort and planning by Faculty, Board, and architect will be required. If a new gym is built, the old gymnasium could be used for Lower School.

6. Committee. It was voted by the Board of Trustees to authorize the Executive Committee to reactivate and reform such committees as the Pension Committee, Campaign Committee, Building Committee, and Public Relations Committee to avoid overburdening individual members and to prepare for the financial campaign.

Mr. St. John pointed to the need for renewed study on the Pension Fund to make possible coverage of teachers' families and of teachers who transfer. An institution can start a mutual contributory insurance plan at any time. Payment of premiums for "past service benefits" becomes more and more expensive the longer it is delayed. The mutual contributory plan is essential because in the long run the School could not carry the pension fund as it is now organized. Any suggestions on pensions will be referred to the School Committee.

7. Accreditation. Although our accreditation might be questioned because of present inadequate library facilities, Mr. St. John is confident that our definite intentions to revamp the library would satisfy an accrediting committee. A new library would necessitate the services of a full-time librarian. There is a nucleus of a Library Fund.
8. Enrollment. There is an increase of 11 boarding

Secretary

The Executive Committee of the Board of Trustees of Moses Brown School met at the School on Monday, October 10, 1955, at 4:30 p.m. There were present: Mr. William H. Edwards, Chairman, Dr. Thomas Perry, Jr., Mr. Achille G. Vervena, and Mr. St. John.

There was discussion concerning the appointment of a Campaign Committee, a Building Committee, a Pensions Committee, and a Public Relations Committee. It was agreed that the Campaign Chairman should be chosen first and that the Chairman, after his acceptance, should take a primary part in choosing those who would work with him as heads of the various divisions of the Campaign. Dr. Perry pointed out that at Lincoln School the Executive Committee of the Board of Trustees serves as an appointing body for all campaign sub-committees, and that there is no independent Campaign Committee. Dr. Perry also suggested that Tambllyn and Brown should be consulted before we move at all far because Tambllyn and Brown may have quite definite proposals to make about the organizations of campaign committees.

After considerable discussion concerning the most appropriate Buildings Committee, it was agreed that the committee which worked on Buildings and Plant last spring could be reactivated and that Dr. Perry should serve ex-officio with this group. The members of this committee are: Mr. T. Dwight Boole, Mr. E. John Lownes, Jr., Mr. Gren O. Pierrel, Mr. Donald B. Snyder, Mr. Frederick C. Tanner, Mr. Achille G. Vervena, Mr. Charles H. White.

" Clerk: Thomas Perry, Jr.

The matter of pensions was referred last year to the Finance Committee which consisted of Mr. Tanner, Chairman, Mr. Snyder, and Mr. Vervena. This group met once to discuss pensions. Dr. Perry will ask Mr. Snyder whether he is willing to serve on the Buildings Committee or the Pension Committee or both. Mr. St. John suggested that Mr. Andrew R. Towl, a member of the School Committee, would be a valuable member of the Pension Committee. Mr. Vervena expressed his own strong interest in serving on the Buildings Committee. It was the opinion of the group that in general we should avoid double committee responsibilities for any one person.

Mr. St. John said that he would meet with Mr. Benjamin L. Cook, Jr., and probably with all the members of last year's Public Relations Committee for a general discussion of public relations. It was the sense of this meeting that there would have to be a Publicity or Public Relations Committee in connection with the Campaign, but that the time had not yet come for constituting such a committee formally.

Frances B. Webster, Virginia Edwards, John, Jr.

George St. John, Jr.

These nominations were approved. It was understood that there had not been an opportunity to discuss the possibility of serving on the Executive Committee. It was hoped that he would consent to this appointment.

The Executive Committee of the Board of Trustees of Moses Brown School met at the School on Monday, October 10, 1955, at 1:30 p.m. There were present: Mr. William H. Edwards, Chairman, Dr. Thomas Perry, Jr., Mr. Achille G. Vervena, and Mr. St. John.

There was discussion concerning the appointment of a Campaign Committee, a Building Committee, a Pension Committee, and a Public Relations Committee. It was agreed that the Campaign Chairman should be chosen first and that the Chairman, after his acceptance, should take a primary part in choosing those who would work with him as heads of the various divisions of the Campaign. Dr. Perry pointed out that at Moses Brown School the Executive Committee of the Board of Trustees serves as an appointing body for all campaign sub-committees, and that there is no independent Campaign Committee. Dr. Perry also suggested that Tamplin and Brown should be consulted before we move at all far because Tamplin and Brown may have quite definite proposals to make about the organization of campaign committees.

After considerable discussion concerning the most appropriate Building Committee, it was agreed that the committee which worked on Buildings and Plant last spring could be reactivated and that Dr. Perry should serve ex-officio with this group. The members of this committee are: Mr. T. Dwight Boole, Mr. E. John Townes, Jr., Mr. Sten O. Platter, Mr. Donald B. Snyder, Mr. Frederick O. Tanner, Mr. Achille G. Vervena, Mr. Charles H. White.

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George St. John
George St. John, Jr.

COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL

A meeting of the Committee on Moses Brown School and Lincoln School was held in the Headmaster's Study Third Day, Tenth Month 4, 1955.

There were present: Moses Bailey, George I. Bliss, Ruth C. Burgess, Daisy N. Newman, Phebe F. Perry, Thomas Perry, Jr., Alexander C. Purdy, Virginia Townsend, Frances E. Wheeler, Walter H. Wood, Charles H. White, Marion S. Cole and George C. St. John, Jr., and for a short time by invitation, John Carlson.

Regrets for absence were received from: T. Dwight Boole, Charles F. Brown, Edith L. Buffum, Richard M. Gummere, Mary Hoxie Jones, Margaret G. Sisson, Willard H. Ware, William Webster, Lyra T. Wolkins, Donald B. Snyder.

After a period of silence the Clerk, Thomas Perry, Jr., opened the meeting with an invitation for comment on the change of meeting place from the traditional Alumni Hall setting.

The first item on the agenda was the report of the Nominating Committee presented by Ruth Burgess, Chairman.

" Clerk: Thomas Perry, Jr.

Recording Clerk - Virginia Townsend

Executive Committee - Thomas Perry, Jr.

George I. Bliss, Russell D. Brooks, Henry C. Foster, Alexander C. Purdy, Margaret G. Sisson, Frances E. Wheeler, Charles H. White, Lyra T. Wolkins, Walter H. Wood, Andrew R. Towl.

Lincoln Trustees: Moses Bailey, George I. Bliss, Charles F. Brown, Edith L. Buffum, Ruth C. Burgess, Mary Hoxie Jones, Phebe F. Perry, Thomas Perry, Jr., Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Donald B. Snyder, Virginia Townsend, Frances E. Wheeler, Charles H. White, Lyra T. Wolkins, Willard H. Ware, Walter H. Wood, Daisy N. Newman, Karl Erickson

Moses Brown Trustees: Moses Bailey, Charles F. Brown, Edith L. Buffum, Henry C. Foster, Thomas Perry, Jr., Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Donald P. Snyder, Virginia Townsend, Charles H. White, Walter H. Wood, Andrew R. Towl.

Scholarship Committee: Edith L. Buffum, Marion S. Cole, Frances E. Wheeler, Virginia Townsend, George St. John, Jr."

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These nominations were approved. It was understood that there had not been an opportunity to consult Andrew Towl regarding serving on the Executive Committee, It was hoped that he would consent to this appointment.

The reports of the Headmaster and the Headmistress had been circulated but Marion Cole and George St. John were asked to make a few remarks. Marion Cole spoke with enthusiasm of John Carlson, the campaign director sent by Marts and Lundy, who has been working at Lincoln School since June 1 on the 75th Anniversary Development Program. She spoke particularly of the space the Providence Journal has given Lincoln School this fall and Lincoln's "Challenging Future."

George St. John, who had attended our last three meetings, hardly seemed a new comer as he supplemented his first Headmaster's report. He spoke of the Campaign for Moses Brown School scheduled for the first six months of 1956. The firm of Tambllyn and Brown has been engaged to assist with the Campaign and the firm of Cull, Robinson and Green, Architects, to review the present plant and help with estimates of costs of new construction and remodeling. Findings to date seem to suggest a long-term plan of a new Lower School building, the library in the present Intermediate School location, remodeling of the Lower School building into a Science Wing, a new Gymnasium, a mutual contributory Pension Plan (for which about \$219,000 would be needed to buy past service benefits) and increased faculty salaries.

At the Clerk's request the Headmaster spoke a bit about the faculty meetings that had been held before school opened with hard working committees of three bringing to the whole group "five years' worth of Proposals." George St. John spoke of his feeling of the need for more religious education in the School.

The Clerk reported that Franklin K. Fite had written that he could no longer serve on the Committee. The Recording Clerk was asked to write to Franklin Fite expressing regret for the Committee. The Nominating Committee Chairman was asked to write to Richard M. Gummere in connection with his expression of hesitancy to continue on the Committee. There was some discussion of the size and make-up of the Executive Committee but Friends seemed satisfied with the present pattern.

It was the unanimous desire of the Committee that the suggestion adopted in the past that the President of the Board of Trustees of Moses Brown School and the President of the Board of Trustees of Lincoln School be invited to the meetings of the Committee on Moses Brown School and Lincoln School be implemented.

The February 7 meeting of our Committee was scheduled to meet at Lincoln School with the suggestion that in the future the meeting place of the Committee be rotated between the two Schools.

We were reminded of the advisability of acquiring for the Schools an acreage easily accessible with a brook and that Moses Brown has about \$3900 after the final disposition of the Maine property that it seemed appropriate to put towards such a project. A committee of Charles White, Marion Cole, and George St. John was named to look into possibilities for the two Schools.

Clerk Thomas Perry, Jr. reported that the Trustees of Moses Brown School were activating pension, building, and public relations committees and a newly formed campaign committee.

Friends were asked to think about the appropriate disposition of Endowment Funds when the two Schools get into this phase of their development campaigns. Walter Wood of our Committee, who is on the Board of Managers of Investments and Permanent Funds of New England Yearly Meeting, was asked to write a letter to Thomas Perry, Jr. concerning the personnel of this Board and its Investment Counsel and recent record.

In introducing John Carlson, Campaign Director for Lincoln School, Thomas Perry, Jr. spoke of the affection and respect in which he is held by those who have been working with him at Lincoln School. John Carlson reported on the warm response to the campaign beginnings and the satisfying experience of the previous day's trustee, dinner, and convocation meetings.

The Clerk called for further business. The response to George St. John's inquiry concerning faculty guests at subsequent lunches for the Committee suggested that members were very interested in opportunities to become better acquainted with the faculties of the two Schools.

In this, our first meeting without Headmaster Emeritus Ralston Thomas, his past services were much in our thoughts. We recognize the high standards the School has maintained under him and are cognizant of the spade work done towards future advance.

Adjournment was followed by a delicious buffet luncheon in Alumni Hall where we were pleased to have Nancy St. John join us.

Virginia Townsend
Recording Clrk

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MOSES BROWN SCHOOL
1/6/56

The Executive Committee of the Board of Trustees of Moses Brown School met at the School at 4:00 p.m. on January 6, 1956. There were present: William H. Edwards, chairman; Benjamin L. Cook, Jr., by invitation as Campaign Chairman; Thomas Perry, Jr., Margaret G. Sisson, Frederick C. Tanner, Achille G. Vervena; George St. John.

It was moved, seconded, and voted that this Committee authorize payment of necessary campaign expenses, including the contractual payments to Tamblin and Brown, using money as necessary from the anonymous gift of \$20,000 made to the School in 1953-1954.

It was moved and voted that the 1956 campaign goal be set at \$400,000, with four main sub-divisions of the goal: 1) \$100,000 toward faculty pensions; 2) \$25,000 for an enlarged library; 3) \$50,000 for a science laboratory wing; 4) \$225,000 for an Intermediate Classroom Building for grades four through eight, including equipment and landscaping.

It was agreed that a pension committee ought to begin immediately a study of the School's pension obligations and the best plan for meeting the obligations. The chairman appointed a committee which will include Frederick Tanner, Andrew Towl, George St. John (chairman), Harold Jernquist, and a member of the faculty to be appointed by Mr. St. John.

The chairman asked Mr. Cook to participate regularly in the meetings of the Trustees' Executive Committee during the Campaign.

George St. John

Secretary

1/31/56

held
on budget
etc.

competition at all; our two boys scored in the top tenth of this highly talented group. This is a tribute to their own

The Executive Committee of the Board of Trustees of Moses Brown School met at the School at 4:00 p.m. on January 6, 1956. There were present: William B. Howards, Chairman; Benjamin B. Cook, Jr., by invitation as Counselor; Chairman; Thomas Terry, Jr., Treasurer; Frederick C. Tanner, Archie D. Varney; George St. John.

It was moved, seconded, and voted that this Committee authorize payment of necessary campaign expenses, including the contractual payments to Tamplin and Brown, using money as necessary from the anonymous gift of \$20,000 made to the School in 1953-1954.

It was moved and voted that the 1956 campaign goal be set at \$400,000, with two main sub-divisions of the goal: 1) \$100,000 toward faculty pensions; 2) \$25,000 for an enlarged library; 3) \$50,000 for a science laboratory wing; 4) \$225,000 for an Intermediate Classroom Building for grades four through eight, including equipment and landscaping.

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George St. John
Secretary

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of meeting
of Executive
Committee
of Board
of Trustees

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2/6/56
2/7/56

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MOSES BROWN SCHOOL
PROVIDENCE, R. I.

THE HEADMASTER'S STUDY

Report to the Board of Trustees of Moses Brown School and the Committee in Charge of Moses Brown School and Lincoln School.

The heart of every good school is the faculty. What kind of enthusiasm for ideas and for life can each man or woman bring into the classroom? What wisdom and understanding of boys does each man bring to classroom and playing field and gymnasium? What are the faculty's resources of imagination, patience, team work, reverence, and humor?

There is no neatly graded yardstick for these great human qualities. Yet there is plenty of evidence that the Moses Brown faculty has these qualities in an unusual degree. I could cite many examples of personal dedication and of great professional competence. Nobody is complacent about this. We can and must become a still stronger school. But it is heartening to know that the faculty is achieving so much from day to day.

The New School Year

The school year is going well in the classrooms, in athletics, and in many student activities. Fifteen boys, led by Mr. Whitford, sang a French song on an October television program, celebrating a special "France Comes to Rhode Island" week. The words and music of the song were written last year by two Moses Brown boys who graduated in June. In December the Proscenium Club gave a spirited and delightful performance of "My Three Angels." The Glee Club sang carols for our Christmas service, and the Lower School gave a carol concert. The Lincoln-Moses Brown Glee Clubs will give a joint concert on February 12. It takes much time and energy to prepare plays and concerts. When the play or music is first rate, there can be education of a valuable sort which cannot ordinarily go on in the classroom. It would be wonderful to have a junior varsity dramatics club and glee club for younger boys. This would be just as natural and just as much needed as a jayvee basketball team. The problem is simply to find the right men to organize the activity.

Three Moses Brown seniors took the National Merit Scholarship examinations in October, and two of the three, Arthur Pike and Arthur Swift, qualified to take a further examination in January. Only the top five per cent in each school all over the country could enter the Merit Scholarship competition at all; our two boys scored in the top tenth of this highly selected group. This is a tribute to their own

MOSES BROWN SCHOOL

-2-

PROVIDENCE, R. I.

THE HEADMASTER'S STUDY

excellent minds and to education at Moses Brown.

Visiting speakers have brought mental stimulus and inspiration to the School community. When Alan Paton talked about South Africa, questions were fired at him by some fifty boys for more than half an hour after his talk. Elfrida Foulds, a British author and Friend, spoke dramatically and with an unmistakably authentic voice. K. Brooke Anderson, who worked on the AFSC team in treating Arab refugees several years ago, made us know the urgency and difficulty of the Arab-Israel conflict. On March 2 Rear Admiral Donald B. MacMillan will show his moving pictures and talk about his Arctic explorations.

Meetings with Parents and Alumni

There have been several important opportunities so far this year to interpret the School to parents and alumni. On the occasion of the Upper School teas in October, I spoke briefly about promoting student responsibility and joint student-faculty cooperation in many sides of school life. At the Lower School teas Mr. Allen outlined the purposes of our testing program and its relation to teaching. In November the Upper School faculty held Open House for an evening. Parents attended ten-minute classes, following their sons' daily schedules. Each teacher explained the aims and methods of his course. The teachers did a remarkable job on a very tight time schedule, and the enthusiastic response of parents proved the value of this experiment. Lower School teachers led a lively Forum in January on the subject "Johnny Can and Does Read," an explanation of how the School teaches reading, with special emphasis on flexible methods for individual boys who are relatively quick or relatively slow in learning to read with pleasure and competence.

In this discussion of reading the teachers presented an interesting summary of the results of reading tests in the Lower School. On these tests, which measure speed and comprehension in reading, 57 per cent of our Lower School boys read above the Independent School median and 33 1/3 per cent above the 75 per centile. The Public School median is lower than the Independent School median, and only 6 per cent of our boys made scores below that point.

The first Alumni Day of recent years was held on November 5. Although our feet were dampened, our spirits were high as we watched the football team win over Pomfret, the one victory of the year. Of the sixty alumni who returned, a little more than half stayed for supper with the faculty. While this was a happy occasion, it was clear that greater advance planning would be necessary in order

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

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THE HEADMASTER'S STUDY

to bring a larger group of alumni back to the School.

Naturally enough no general interpretation of school policies or ideals counts half so much with parents as interpretation of what is happening in the lives of their own sons. Before Christmas the Upper School teachers wrote individual comments on the work of all new boys. Mr. Meserve and I then wrote letters to the families of each of these boys, summing up a boy's strong and weak points and his gains so far, and suggesting the next steps which might be helpful in his development. Before the spring vacation we shall write similar letters, based on reports from masters, about the remaining boys in the Upper School. Writing these letters takes a great many hours, but the letters have the double advantage of keeping parents informed and of helping us as a School to see a boy's achievement and growth as a whole.

Week-End Programs

A number of masters are giving a great deal of thought and effort to developing a richer week-end program for boarding students. We have organized a Hobby Night on roughly two Friday nights each month. Among the most popular activities are crafts in the Studio (Mr. Cole), photography (Mr. Fuller and Mr. Roberts), automobile mechanics (Mr. Taber). Twenty-five boys have asked for lessons in typing, and a typing class is being started. Others have expressed great interest in debating. Much more can be done - success depends mainly on the leadership of men who are already doing a good deal of leading all through the week.

Three friends of the School have offered the use of their woods not far from Providence for week-end hikes and cook-outs. Some of us will be on their doorsteps when the snows melt. Twenty-five acres of woods and a camp with sleeping space for twenty-five are for sale in a beautiful location on a lake less than an hour's drive from the School. If the School could own such a piece of property, we could have Saturday afternoon and overnight expeditions to the country for various groups of boarders. There could be swimming and canoeing in early October and May, skating in January, wood-chopping, hiking, and cooking at all seasons. For recreation and for occasional conferences such a camp could become very significant in the life of the School.

Building Plans

The Building Committee under its very active and thoughtful chairman, Gren O. Pierrel, has given many hours

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

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THE HEADMASTER'S STUDY

to consideration of the School's physical needs and the best ways of meeting them. The Committee has studied blueprints and cost estimates, has consulted at length with the architects (Cull, Robinson, and Green), and has held peripatetic conferences, moving from Hope Street to Weymouth, from Alumni Hall to the Lower School building, from the West Walk to the Grove on Lloyd Avenue. The Committee gave up as too expensive the plan of constructing two new buildings to house separately the Primary school and the Intermediate school classes. It decided instead to recommend a classroom building for grades four through eight, to be located southeast of Alumni Hall.

The Committee agreed on building a new physical science laboratory in a small one-story wing northwest of the Study Hall, with a connecting passage-way to the boys' locker room. The Committee also approved the general idea of remodeling as a library the rooms now used by grades five, six, and seven.

Pension Committee

A Trustee-Faculty Committee is studying the complex problem of financing pensions. With the addition of the Social Security pensions, available since 1951, the School's promised pensions will provide a rather high percentage of salary, in comparison with a good many schools and colleges. Twenty-two members of the faculty and staff would have total retirement income amounting to sixty to seventy per cent of salary. Sixteen would have retirement income over seventy per cent of salary. The problem is to finance the pensions without putting very severe strain on the School's annual budget. Within ten years the School's annual obligation for pensions may easily reach \$24,692.00. To purchase annuities now for teachers already retired would cost nearly \$130,000.00. To purchase retirement annuities covering all service to this date for active faculty and staff would cost nearly \$220,000.

Fund-Raising Campaign

Initial steps have been taken toward organizing the 1956 Fund-Raising Campaign. The most important news is that Mr. Benjamin L. Cook, Jr., will be Campaign Chairman and that Mr. Noel M. Field, '21, and Mr. Raymond H. Trott, President of the Hospital Trust Company, will be Co-Chairmen of the Special Gifts Committee. Mr. Cook was a Moses Brown student from 1919 to 1926; he has had two sons at the School.

The Executive Committee of the Board of Trustees has followed the recommendation of the Tambllyn and Brown Survey in setting a general campaign goal of \$400,000.00. Specific

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

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THE HEADMASTER'S STUDY

goals within the larger amount are as follows:

\$100,000 toward faculty-staff pensions
25,000 remodeling Intermediate grade rooms
for a School library
50,000 a science wing
225,000 classroom building for grades four
through eight

An Audience and a Congregation

In Providence Meeting not long ago someone spoke of the difference between an audience and a congregation, between a passive group waiting to be entertained or instructed and a group in which people come together with a common purpose, each sharing responsibility. One of the most maturing things which can happen to any boy is to find himself a member of the second kind of group. One of our main jobs at Moses Brown is to help boys create small groups for worthwhile purposes and to help them share responsibility in these small groups and in the total School community. Boys who carry responsibility in School are more likely to carry community responsibilities later in life. Through a newly organized House Council for boarding boys, and through the larger Student Activities Committee for the whole School, we are trying to give boys greater responsibility for making and carrying out decisions in many areas of school life.

The same sense of sharing and participation must be characteristic of the faculty if the School is to be the sort of community we want. And now with the fund-raising effort we are asking parents and alumni to be active partners in strengthening the School financially. Their financial support, whenever individuals are able to give it, will bear fruit in new opportunities for Moses Brown boys. Regardless of finances, the concern of parents and alumni for the ideals of this School can do us all good, boys and teachers together. The School can achieve its best only with a widespread dedication to an ongoing task - a united spirit among boys, teachers, trustees, school committee members, alumni, and parents. We need to be more than an audience; we need the common purpose of a congregation.

(Signed)

George St. John, Jr.

George St. John, Jr.

Report on Moses Brown Building and Executive Committee Conference February 9, 1956

A meeting of the Board of Trustees of Moses Brown School was held on February 6, 1956, in the Boardroom's Study.

A meeting of the Moses Brown Building Committee of the Board of Trustees and members of the Executive Committee was called for Thursday, February 9, 1956 to go over preliminary plans for the proposed Intermediate School Building. Present at the meeting were: Mr. Allen, Mr. Boole, Mr. Cook, Mr. Green (the Architect), Mr. Lownes, and Mr. St. John.

The group examined two preliminary sketches for a two-story building and one preliminary sketch for a one-story building. All schemes have approximately the same rooms and all meet the specific needs for classroom and office and locker room space.

January 6, and J

The two-story building would be located about 100 feet south of Alumni Hall, with a drive running between the new building and Lloyd Avenue - this drive would run one-way only from the main Lloyd Avenue entrance down around the Lower School tennis courts and out at a lower level on Lloyd Avenue.

The Building

The one-story building would be placed close to Lloyd Avenue, and the drive would have to run north of the building.

Charles H.

The cost of the preferred two-story building is estimated at \$250,000, including furnishings and the cost of the drive. The cost of the one-story building is estimated at \$210,000, including furnishings and drive.

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Mr. Allen expressed the preference of Lower School teachers for a building of Georgian or Colonial design. Mr. Green said that the architects were eager to create a functional building at minimum expense, with as much grace of line as possible. Note that the proposed building, with detailed features which have not been worked out as yet, would be appropriate in relation to present buildings.

Those present agreed that the two-story building had several advantages: 1) The drive is south of the building so that boys do not have to cross a drive in going to the dining hall or to Alumni Hall or to the shop; 2) the 7th and 8th grades are on a separate floor from the other grades; 3) the appearance of the two-story building is probably a little better and a little more impressive (no complete sketch of a one-story building has yet been made). The Committee agreed that it would be better to use in the campaign pamphlet a drawing of the two-story building. A drawing is now being prepared specifically for this purpose. If it should be necessary or desirable to modify the design of the building in the months before actual construction, the Building Committee and Trustees will of course be entirely free to do so. Preliminary plans have been available for only a few days, and further detailed study must be done by Mr. St. John, Mr. Allen, and the Trustees' Committees.

Tracy, Cabot, Jeremiah, and Nancy Foster.

A meeting of the Moses Brown Building Committee of the Board of Trustees and members of the Executive Committee was called for Thursday, February 9, 1928 to go over preliminary plans for the proposed Intermediate School Building. Present at the meeting were: Mr. Allen, Mr. Bole, Mr. Cook, Mr. Dean (the architect), Mr. Downes, and Mr. St. John.

The group examined two preliminary sketches for a two-story building and one preliminary sketch for a one-story building. All schemes have approximately the same rooms and all meet the specific needs for classroom and office and locker room space.

The two-story building would be located about 100 feet south of Alumni Hall, with a drive running between the new building and Lloyd Avenue - this drive would run one-way only from the main Lloyd Avenue entrance down around the lower School tennis courts and out at a lower level on Lloyd Avenue.

The one-story building would be placed close to Lloyd Avenue, and the drive would have to run north of the building.

The cost of the preferred two-story building is estimated at \$250,000, including furnishings and the cost of the drive. The cost of the one-story building is estimated at \$210,000, including furnishings and drive.

Mr. Allen expressed the preference of lower school students for a building of modern architectural design. Mr. Dean said that the architects were eager to create a functional building at minimum expense, with as much grace of line as possible. Note that the present building, with detailed features which have not been worked out as yet, would be appropriate in relation to present buildings.

Those present agreed that the two-story building had several advantages: 1) The drive is south of the building so that boys do not have to cross a drive in going to the dining hall or to Alumni Hall or to the shop; 2) the 7th and 8th grades are on a separate floor from the other grades; 3) the appearance of the two-story building is probably a little better and a little more impressive (no complete sketch of a one-story building has yet been made). The Committee agreed that it would be better to use in the campaign pamphlet a drawing of the two-story building. A drawing is now being prepared specifically for this purpose. It should be necessary or desirable to modify the design of the building in the months before actual construction, the Building Committee and Trustees will of course be entirely free to do so. Preliminary plans have been available for only a few days, and further detailed study must be done by Mr. St. John, Mr. Allen, and the Trustees' Committee.

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A meeting of the Board of Trustees of Moses Brown School was held on February 6, 1956, in the Headmaster's Study, Dr. Perry presiding. The call of the roll showed the following members present: Moses Bailey, Charles F. Brown, Edith L. Buffum, Benjamin L. Cook, Jr., William M. Mackenzie, Thomas Perry, Jr., Alexander C. Purdy, Robert M. Saywell, Mrs. Edwin F. Sherman, Jr., Virginia Townsend, Achille G. Vervena, Walter H. Wood.

It was voted that the minutes be approved as circulated.

EXECUTIVE COMMITTEE REPORTS

Mr. Vervena reported on the meetings of October 10, January 6, and January 31.

1. Campaign: Appointment of a Campaign Committee with Benjamin L. Cook, Jr. as Chairman has been made. The Building Committee, Pension Committee, and Public Relations Committee have been reactivated and in some cases reformed. The Building Committee is made up of Mr. Gren O. Pierrel, Chairman, and T. Dwight Poole, E. John Lownes, Jr., Donald B. Snyder, Frederick C. Tanner, Achille G. Vervena, and Charles H. White.

A meeting of the Executive Committee on December 6 with representatives from Tamblyn and Brown discussed plans for the Campaign. Payment of necessary campaign expenses, including the contractual payment to Tamblyn and Brown, has been authorized. Temporarily payment will be made from the anonymous gift of \$20,000 made to the School in 1953-54. Mr. Cook has been asked to participate regularly during the campaign in the meetings of the Executive Committee.

2. Campaign goals have been set at \$400,000, divided as follows:

- 1) \$225,000 for an Intermediate Classroom Building for grades four through eight, including equipment and landscaping.
- 2) \$100,000 for faculty pensions
- 3) \$50,000 for a science laboratory wing
- 4) \$25,000 for an enlarged library

3. A Convocation to launch the campaign is planned and speakers are being considered.

4. The Pension Committee, appointed to begin immediate study of the School's obligations, is as follows: George St. John, Jr., Chairman, Mr. Raines as faculty member, Frederick C. Tanner, Andrew Towl, Harold Jernquist, and Henry Foster.

A meeting of the Board of Trustees of Kansas State Normal was held on February 1, 1925, in the Boardroom, Smith, Dr. Perry presiding. The roll of the roll showed the following members present: Moses Bailey, Charles F. Brown, Edith L. Butler, Benjamin L. Cook, Jr., William M. Mackenzie, Thomas Perry, Jr., Alexander C. Purdy, Robert M. Saywell, Mrs. Edwin F. Tanner, Jr., Virginia Townsend, Achille G. Vervens, Walter H. Wood.

It was voted that the minutes be approved as circulated.

EXECUTIVE COMMITTEE REPORTS

Mr. Vervens reported on the meetings of October 10, January 6, and January 31.

1. Building: Appointment of a Building Committee with Benjamin L. Cook, Jr. as Chairman has been made. The Building Committee, Pension Committee, and Public Relations Committee have been reactivated and in some cases reformed. The Building Committee is made up of Mr. John O. Yarnall, Chairman, and T. Dwight Foster, E. John Foster, Jr., Achille G. Vervens, Frederick C. Tanner, Achille G. Vervens, and Charles H. White.

A meeting of the Executive Committee on December 6 with representatives from Tamplin and Brown discussed plans for the campaign. Payment of necessary campaign expenses, including the contractual payment to Tamplin and Brown, has been authorized. Temporarily payment will be made from the anonymous gift of \$20,000 made to the school in 1922-23. Mr. Cook has been asked to participate actively during the campaign in the meetings of the Executive Committee.

2. Campaign goals have been set at \$100,000, divided as follows:

- 1) \$225,000 for an Intermediate Classroom Building
- 2) \$100,000 for faculty pensions
- 3) \$50,000 for a science laboratory wing
- 4) \$25,000 for an enlarged library

3. A Convocation to launch the campaign is planned and speakers are being considered.

4. The Pension Committee, appointed to begin immediate study of the school's obligations, is as follows: George St. John, Jr., Chairman, Mr. Palmer as faculty member, Frederick C. Tanner, Andrew Towl, Harold Terndrup, and Henry Foster.

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PENSIONS

Mr. St. John stated that ten years ago the School made a commitment to provide faculty pensions. At that time the School initiated the plan of setting aside a yearly sum of \$6,000, principal and interest both expendable. This sum, added to an earlier fund of modest size, now aggregates \$90,000 and interest from this, together with the yearly \$6,000 grant, has been sufficient to meet demands for the present. For the near future, however, when many of our faculty will, because of age and long service, be retiring, there will not be sufficient funds. Since the commitment was made, Social Security benefits have been made possible, but no one desires to subtract this amount from what is due the faculty unless it is absolutely necessary. The whole question is a complicated one including such factors as the cost of buying outright insurance and retirement annuities, the establishment of a formula such as 1% of average annual salary times years of service, and the inherited backlog of past service benefits. It is the general feeling now that although \$100,000 (the pension figure set in campaign goals) would only take care of 1/3 of the total obligation, it would make the problem manageable for the next six or eight years. There is also the possibility that grants coming to the School as residual legatee of a large estate would in the distant future ease the situation.

FACULTY SALARIES VERSUS PENSIONS

of time have been spent on plans and models. Mr. Pierral Considerable discussion followed about the relative merits of providing salary increases outright rather than pension payments, an indirect salary benefit, but it was felt that the School had a prior commitment to pensions which could not be ignored. It was felt also that although campaign publicity might be more appealing if faculty salaries per se were at stake, an honest approach to contributors was the wise one, and pensions should be explained and kept as a goal. Building would be available immediately for the brochure being assembled.

VOTE Upon motion duly made and seconded, it was voted to give general approval to the Campaign Goals set by the Executive Committee.

Other members of the Planning Committee are Messrs. BUDGET Bert Thompson, William J. Jullin, E. Salazar Thomas, and Paul Livingston.

Mr. Vervena reported that Income for 1955-56 is estimated at \$336,905. This increase of \$23,238 comes from the \$25 additional tuition charge and a gain of eleven boarders.

Estimated expenses are \$335,600, an increase of \$23,325 over last year.

Teachers' salaries have been increased approximately \$7,500

Food costs are up \$3,785

REVISIONS

Mr. St. John stated that ten years ago the school was a commitment to provide faculty pensions. At that time the school followed the plan of setting aside a yearly sum of \$6,000, principal and interest both expendable. This sum, added to an earlier fund of modest size, was sufficient to meet demands for the \$6,000 grant, together with the yearly \$6,000 grant, has been sufficient to meet demands for the present. For the near future, however, when one of our faculty will, because of age and long service, be retiring, there will not be sufficient funds. Since the commitment was made, social security benefits have been made available, but no one desires to subject this amount from what is due the faculty unless it is absolutely necessary. The whole question is a complicated one including such factors as the cost of buying outside insurance and retirement annuities, the establishment of a formula such as 1% of average annual salary times years of service, and the immediate backing of past service benefits. It is the general feeling now that although \$100,000 (\$50,000 per pension figure and in campaign costs) would only take care of 1/3 of the total obligation, it would make the problem manageable for the next six or eight years. There is also the possibility that grants coming to the school as residual legatees of a large estate would in the distant future ease the situation.

FACULTY SALARIES VERSUS PENSIONS

Comparative discussion followed about the relative merits of providing salary increases or giving pension benefits, an indirect salary benefit, but it was felt that the school had a prior commitment to pensions which could not be ignored. It was felt also that although campaign publicity might be more appealing if faculty salaries per se were at stake, an honest approach to an arbitrator was the wise one, and pensions should be explained and kept as a goal.

With upon action duly made and recorded, it was voted to give general approval to the Campaign Goals set by the Executive Committee.

BUDGET

Mr. Vervors reported that income for 1957-58 is estimated at \$336,907. This increase of \$53,830 comes from the \$25 additional tuition charge and a gain of eleven boarders.

Estimated expenses are \$325,600, an increase of \$23,325 over last year. Estimated salaries have been increased approximately \$7,500. Food costs are up \$3,782.

BT - 2/6/56 - M3

The Fuel costs are up \$1,077
Repairs to property and equipment \$1,259
Pensions (formerly not budgeted in same way) \$5,000
Miscellaneous 15,000
at 15,000

PARENTS' COUNCIL

Mr. Mackenzie reported that plans are being made for Father and Son Day with more stress this year on the activities of the boys in their classes. Preliminaries in the Sports Contests will be run off before Father and Son Day, allowing the boys practice time and shortening the eliminations on the Day.

HEATMASTER'S REPORT

The dues to Parents' Council have been increased but with every expectation that last year's record of 92% response will be maintained. To date 340 letters have been sent out and 275 returned. The possibility of contributing this money to the Building Fund is being considered.

He reported great enthusiasm for the innovation of Open House for Parents in the Upper School which was held on November 17.

BUILDING COMMITTEE

Mr. Vervena reported that four or five meetings and lots of time have been spent on plans and models. Mr. Pierrel has worked tirelessly to get preliminary work done. The consensus now is that the School should build a two-story building in the grove south of Alumni Hall, and architects are working on this basis. A new building would make possible the accommodation of the boys, thus increasing the tuition income.

CAMPAIGN COMMITTEE

Mr. Cook expressed the hope that a definite sketch of the proposed new building would be available immediately for the brochure being assembled.

Mr. Cook reported that Mr. Raymond Trott and Mr. Noel Field have accepted the co-chairmanship of the Special Gifts Committee. Other members of the Rating Committee are: Messrs. Rupert Thompson, William Joslin, L. Ralston Thomas, Jeremiah O'Connell, and Paul Levinger.

He hopes to realize 80% in Special Gifts.

Other officers are to be as follows:

Vice Chairman, in charge of General Solicitation:

Roger Freeman

Treasurer: Charles Gross

Faculty Representative: Mr. Raines

Chairman of Alumnae: Mrs. Charles Sisson

The following scale of giving will be necessary:

1 gift at \$20,000	12 gifts at \$2,000
2 gifts at 25,000	25 " at 1,000
3 " at 15,000	
6 " at 10,000	

Mr. Cook expressed the need to organize a fund campaign groups in other cities. As much attention as possible will be focused on the School itself, with gifts asked for on a 3-year basis. He introduced Mr. Richard D. Stone of Brooklyn and Brown.

HEADMASTER'S REPORT

Mr. St. John expressed appreciation for the generous amounts of time which have been given by different committees Chairman in making plans. Much work remains in the working out of definite plans for the new building.

Scholarship program: Mr. St. John wished trustee reaction to his proposal that three competitive scholarships be offered by the school in the Providence area. Such a plan might attract outstanding leadership and give the school certain publicity of a desirable kind.

Voted: Upon motion duly made and seconded, it was voted to accept the Headmaster's recommendations in regard to a Scholarship Program.

New Building: Mr. St. John pointed out that the size of the Study Hall and the Dining Hall limit the total school enrollment. A new building would make possible the accommodation of 30 to 40 more boys, thus increasing the tuition income.

Faculty Report: Mr. St. John commended the faculty members for the careful observations they make on each individual student. He read a sample report to the trustees and stated that it is on the basis of such reports on a boy from each of his teachers that the Headmaster makes a summary to the boys' family in the form of a personal report letter.

Mr. Barry expressed appreciation for the local support of the school through the board and its committees.

It was voted that the meeting be adjourned.

Respectfully submitted,

(signed) Martin P. Sherman

COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL

The Committee on Moses Brown School and Lincoln School met Third Day, Second Month 7, 1956. For the first time in its history it met at Lincoln School. Those present were: Moses Bailey, George I. Bliss, Russell D. Brooks, Charles F. Brown, Edith L. Buffum, Ruth C. Burgess, Henry C. Foster, Mary Hoxie Jones, Daisy N. Newman, Thomas Perry, Jr., Alexander C. Purdy, Andrew R. Towl, Virginia Townsend, Charles H. White, Walter H. Wood, Marion S. Cole, George C. St. John, Jr., William H. Edwards, Frederick P. Austin, Jr., and for a short time Richard D. Stine of Tamblyn and Brown.

After a period of silence in which the thoughts of many turned to Frances E. Wheeler, of whose absence we were acutely aware, Thomas Perry, Jr. opened the meeting with a particular welcome to William H. Edwards and Frederick P. Austin, Jr., the presidents of the Boards of Trustees of Moses Brown School and Lincoln School respectively, who were meeting with us for the first time.

Moses Bailey, Edith L. Buffum, Marion S. Cole and Alexander C. Purdy were asked to prepare a minute on Frances E. Wheeler for the next meeting of the Committee.

In the absence of Donald B. Snyder, in whose presence we had wished to express our commendation, the Committee wished minuted our great appreciation of his services to the Committee during his clerkship from October, 1950, to June, 1955. This was a period of change and more especially of articulation. His selfless devotion to the task, his countless trips to Providence for hours of conferring preserved the present structure of the Committee and its workable relation to the Boards of Trustees of the Schools. We look forward to his continued fellowship with the Committee.

Announcement was made of the Woolman Hill Conference on Quaker Education to be held Fourth Month 12-15. Parents of young children are particularly urged to attend.

George C. St. John, Jr. supplemented his written Headmaster's report with the announcement of a generous gift of fluorescent lights for the Mechanical Arts Classroom. The Committee asked him, in acknowledging Mr. Olof V. Anderson's gift, to include our appreciation of his generosity. The Headmaster also read excerpts from two reports of masters on students. Mention was made of Competitive Scholarships for Day Students which it was contemplated would be publicized in the local Junior High Schools. It was agreed that only a minimal cash award be made in the absence of financial need.

C - 2/7/56-M2

It was announced that the committee appointed to look for an area for the recreational use of the Schools had examined several properties but had found them too expensive or too distant from the Schools.

Marion S. Cole supplemented her written report with the announcement of recent contributions to the Frances E. Wheeler Scholarship Fund, bringing it to over \$6250. She reminded us that when Frances E. Wheeler was made Headmistress of Lincoln School she felt her chief work was to convince Friends that their daughters would have a happy educational experience at Lincoln, and to convince the Lincoln alumnae that the development of the School would not be hampered by any narrow sectarian spirit. As to the Lincoln School Development Program we were reminded that our work lies ahead. The leaders of the initial campaign will continue and have appointed Mrs. Lillian J. Jenks permanent secretary. They are moving along with enthusiasm with their first goal of \$300,000 in reach and hoping for a ground breaking for the Marion Shirley Cole Building on May 12. The Committee heartily endorsed the Trustees' choice of this name for the new lower school building. It was announced that the \$125,000 received in cash during the Campaign had been invested in Land Bank Notes.

The Clerk most ably presented the present financial structure of Lincoln School's invested funds and read from the 1954 report of the Board of Managers of the New England Yearly Meeting of Friends of the six funds in their hands. One of these six funds is solely Lincoln's, another partially. There was considerable discussion of the mutual responsibilities of the Trustees and the School Committee and sincere statements of their mutual faith and trust in each other. The Committee approved that funds raised by the Trustees in connection with the remaining phases of the Lincoln School Development Program and placed in the hands of the Board of Managers of New England Yearly Meeting of Friends for investment purposes might be drawn upon directly by the Trustees for purposes for which the funds were raised. The Committee also asked for the transfer by the Board of Managers of the Yearly Meeting of Lincoln funds now in a Moses Brown School Fund to a Lincoln School Fund as soon as feasible and that reports of the Board of Managers be sent annually to the treasurers of Moses Brown and Lincoln Schools.

There was a report of further investigation of Pension plans for Lincoln School personnel. The Committee approved of the Lincoln School Board of Trustees moving ahead with pension arrangements with T.I.A.A. but asked that further details be brought before us before a final commitment.

C - 2/7/56-M3

The report of the Nominating Committee naming Margaret G. Sisson, Donald B. Snyder, Mary Hoxie Jones, Phebe F. Perry, William H. Edwards, Alexander C. Purdy, and Virginia Townsend, to constitute the Committee on Inevitable Change in Administration of the Schools, was approved.

Between 12:15 and 1:00 P.M. the Committee recessed for luncheon which was enjoyed in the downstairs history classroom. When we reconvened Richard D. Stine, the Tambllyn and Brown representative working on the Moses Brown Campaign, was introduced and he gave some details of the personnel, goals, and time schedule of their activities. Previously the Committee had approved using for Campaign expenses the anonymous gift of \$20,000 received last year to start the Campaign.

With Miss Cole's continued work on the Development Program, where she has proven herself an excellent fund raiser, there is need for someone to take over some of her school duties, and we authorized her to add to her staff to provide for this. An Upper School Head seemed a likely appointment.

Short budget reports from George St. John, Jr. and Marion S. Cole indicated that Moses Brown was operating on a narrow margin but would probably end the year in the black as would Lincoln except for Campaign expenses which to date have been taken out of operating expenses.

The meeting adjourned at 1:30, most of us meeting again at 2:00 at the Memorial Services for Frances E. Wheeler at the Providence Meeting House.

Virginia Townsend
Recording Clerk

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Report on Moses Brown Building and Executive Committee Conference
February 9, 1956

Minutes of the Pension Committee meeting, April 24, 1956

A meeting of the Moses Brown Building Committee of the Board of Trustees and members of the Executive Committee was called for Thursday, February 9, 1956 to go over preliminary plans for the proposed Intermediate School Building. Present at the meeting were: Mr. Allen, Mr. Boole, Mr. Cook, Mr. Green (the architect), Mr. Lowmes, and Mr. St. John.

The group examined two preliminary sketches for a two-story building and one preliminary sketch for a one-story building. All schemes have approximately the same rooms and all meet the specific needs for classroom and office and locker room space.

The two-story building would be located about 100 feet south of Alumni Hall, with a drive running between the new building and Lloyd Avenue - this drive would run one-way only from the main Lloyd Avenue entrance down around the lower School tennis courts and out at a lower level on Lloyd Avenue.

The one-story building would be placed close to Lloyd Avenue, and the drive would have to run north of the building.

The cost of the preferred two-story building is estimated at \$250,000, including furnishings and the cost of the drive. The cost of the one-story building is estimated at \$210,000, including furnishings and drive.

Mr. Allen expressed the preference of lower school teachers for a building of Georgian or Colonial design. Mr. Green said that the architects were eager to create a functional building at minimum expense, with as much grace of line as possible. He noted that the proposed building, with detailed features which have not been worked out as yet, would be appropriate in relation to present buildings.

Those present agreed that the two-story building had several advantages: 1) The drive is south of the building so that boys do not have to cross a drive in going to the dining hall or to Alumni Hall or to the shop; 2) the 7th and 8th grades are on a separate floor from the other grades; 3) the appearance of the two-story building is probably a little better and a little more impressive (no complete sketch of a one-story building has yet been made). The Committee agreed that it would be better to use in the campaign pamphlet a drawing of the two-story building. A drawing is now being prepared specifically for this purpose. If it should be necessary or desirable to modify the design of the building in the months before actual construction, the Building Committee and Trustees will of course be entirely free to do so. Preliminary plans have been available for only a few days, and further detailed study must be done by Mr. St. John, Mr. Allen, and the Trustees' Committee.

George St. John, Jr.
George St. John, Jr.

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Minutes of the Pension Committee meeting, April 24, 1956

The Faculty-Trustee Pension Committee met on April 24, 1956 at the School. There were present: Mr. Henry C. Foster, Mr. E. Harold Jernquist, Mr. Everett Raines, Mr. Frederick C. Tanner, Mr. Andrew R. Towl, and Mr. St. John.

The question was raised as to whether any mutual or other insurance company can offer better rates than T.I.A.A. Two expressed the opinion, based on comments by men in the insurance field, that other companies could not offer any better rates than T.I.A.A. It was felt that there might be an advantage in offering some first-rate company a chance to make estimates simply in order that the Trustees might be assured that this matter had been checked in detail.

There was discussion of the possibilities of maintaining a self-operating Pension Plan, on the lines of the School's present plan. It was suggested that investing funds in a self-operating plan would produce greater returns than investing the same funds in T.I.A.A. policies. Mr. St. John made the point that a self-operating plan had two weaknesses: 1) In times of recession and low interest rates, the School Pension Fund might produce insufficient income for pension purposes and the obligations would fall back on general School income at exactly the moment when it might be particularly hard to balance the budget; 2) The self-operating plan provides no insurance elements based on large numbers where mortality rates are meaningful. With a probable group of twenty-five or thirty people retired at any one time, the entirely possible longevity of several members could bring obligations on the School Pension Fund far beyond any which would be calculated on the basis of average life expectancy. Mr. Foster commented that this is simply a question of whether we want to insure or not to insure.

In thinking about a possible self-insurance plan, an effort was made to determine the likely limits of cost now and in future years. The School is at present paying \$10,362.00 to ten retired people. Making no deduction for possible mortality, this figure would rise to \$24,692.00 in 1965-66 and to approximately \$40,000.00 in 1974. In 1974 the oldest retired member with any substantial pension would reach the age of eighty-eight. If mortality should occur in accordance with standard rates, the pension obligation of the School in 1974 would be \$29,000.00.

In connection with entering the T.I.A.A. plan for current and future service, Mr. Towl observed that the "contributory" element is a fiction and that the School might wish to pay the whole ten percent premium. Mr. Raines noted that the Faculty wished to have no loss of take-home pay and that a salary increase of three and a quarter or three and a half percent would be necessary to cover both the percent of premium and added federal

Mr. Andrew R. Ford, and Mr. J. C. Ford.

Mr. Foster commented that this is simply a question of whether which would be calculated on the basis of average life expectancy being obligations on the School Pension Fund far beyond any time, the entirely possible longevity of several members could probable range of twenty-five or thirty people retired at any one on large numbers of members. (2) The self-insurance plan provides no insurance against death moment when it might be particularly hard to balance the budget; nations would fall back on general School income at exactly the produce insufficient income for pension purposes and the obli- recession and low interest rates, the School Pension Fund might that a self-insurance plan and two alternatives: (1) in times of same funds in A.A. policies. Mr. St. John made the point operating plan would produce greater returns than investing the present plan. It was suggested that investing funds in a self- self-operating Pension Plan, on the lines of the School's - There was discussion of the possibility of maintaining a

pension obligation of the School in 1975 would be \$4,000.00. It morally would occur in connection with standard rates, the with any substantial pension would reach the age of eighty-eight nearly \$40,000.00 in 1975. In 1975 the other retired member this figure would rise to \$2,500.00 in 1985-86 and in approximately ten retired people. Hence no deduction for possible mortality future years. The School is at present paying \$10,362.00 to use made to determine the likely limits of cost now and in In thinking about a possible self-insurance plan, an attempt

In connection with writing the P.L.A. bill for current and future service, Mr. Rowl observed that the "contingency" element is a fiction and that the benefit which is paid the whole ten percent premium. Mr. Rowl noted that the benefit which is paid to the insured is a half percent increase of three and a quarter or three and a half percent would be necessary to cover both the element of premium and added federal

Proposed Recommendation
Minutes- Pension Committee meeting 4/24/56
May 1, 1956

income tax for the individual in case the School did enter a mutual contributory arrangement, with the School paying seven percent and the individual three percent of salary. Mr. St. John felt there was some psychological advantage in having an individual contribute to the retirement plan, especially in the cases of new faculty members.

Mr. Towl expressed clearly the view that the Trustees and School Committee should be made aware of the full pension obligation of the School now under the 1946 plan and of the added obligation which would be involved in going fully into the T.I.A.A. for current and future service but making no final commitment now on plans for paying "past service benefits." He was wholly in favor of making those benefits as generous as possible, but felt that the School should not expand its contractual obligations until it actually could see the money available to meet those obligations. The cost of funding current benefits being paid to retired personnel is estimated by T.I.A.A. at \$133,390.00. The cost of funding past service benefits through 1956 for forty-two eligible persons now employed by the School is estimated by T.I.A.A. at \$356,360.00. Under the 1946 policy this obligation would be somewhat reduced if any of the forty-two died or left the School before retirement. Instead of using the formula of one percent of average salary in the last ten years of service multiplied by years of service, the School will pay past service benefits at the rate of one percent of 1955-56 salary by years of service up to 1955-56. This formula may be made for persons now sixty or over in order to keep the formula in line with the 1946 statement.

5. The Pension Committee shall determine the list of staff members eligible for participation in the plan, subject to the final approval of the Board and the School Committee.

6. Further study shall be given to the possibilities of expanding the existing 1946 Pension Plan as far as past service benefits are concerned;

- a) To provide some benefits to beneficiaries in case of an individual's death or retirement.
- b) To provide an optional means for a retiring member to arrange a continuing benefit to a contingent beneficiary (necessarily at a lower rate for the lives of two people rather than one).
- c) To provide eventually some past service benefits up to 1956 for a person who leaves the School before retirement because of illness, other employment, or other reason.

Mr. Low expressed clearly the view that the Trustees and School Committee should be made aware of the full impact of the action of the School now under the 1946 plan and of the added obligation which would be involved in going fully into the T.I.A.A. for current and future service but making no final commitment now to plans for going "post service benefits". He was wholly in favor of making those benefits as extensive as possible, but felt that the School should not extend its contractual obligation until it definitely could use the money available in most cases obligation. The cost of funding current benefits policy was estimated by T.I.A.A. at \$1,350,000. The cost of funding post service benefits through 1950 for forty-two retired persons was estimated by the School to be \$1,100,000. When the 1946 policy was adopted in 1944, the School somewhat reduced its estimate of the forty-two and of the School

Proposed Recommendations of the Pension Committee to the Trustees and School Committee for the meetings of April 30-May 1, 1956

The Trustees and School Committee shall make a statement. The Pension Committee makes the following recommendations to the Board of Trustees and the School Committee.

1. That the 1946 Pension Statement be declared inapplicable for faculty and staff members employed later than January, 1956, and that for members employed before that date the 1946 statement be modified by the arrangement described below.

2. That faculty and staff members with three or more years of service shall participate in a mutual contributory pension plan in cooperation with T.I.A.A. beginning in September, 1956. The School will contribute seven percent of the salary each month toward the premium and the individual will contribute three percent of monthly salary each month toward the premium.

3. In order that there may be no decrease in actual take-home pay, the School will supplement actual cash salary for next year by three and one quarter or three and one half percent as may prove necessary in order to cover the probable added individual income tax.

4. The School will revise the formula for "past service benefits" up to June 1956. Instead of using the formula of one percent of average salary in the last ten years of service multiplied by years of service, the School will pay past service benefits at the rate of one percent of 1955-56 salary multiplied by years of service up to 1955-56. Minor readjustments may be made for persons now sixty or over in order to keep the formula in line with the 1946 statement.

5. The Pension Committee shall determine the list of staff members eligible for participation in the plan, subject to the final approval of the Board and the School Committee.

6. Further study shall be given to the possibilities of expanding the existing 1946 Pension Plan so far as past service benefits are concerned:

- a) To provide some benefits to beneficiaries in case of an individual's death or retirement.
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- c) To provide eventually some past service benefits up to 1956 for a person who leaves the School before retirement age because of illness, other employment, or other reason.

Proposed Recor. of the Pension Committee to the Trustees and School Committee for the meeting of April 30-May 1, 1956

The Pension Committee makes the following recommendations to the Board of Trustees and the School Committee.

1. That the 1946 Pension Statement be declared inapplicable for faculty and staff members employed later than January, 1956, and that for members employed before that date the 1946 statement be modified by the arrangements described below.

2. That faculty and staff members with three or more years of service shall participate in a mutual contributory pension plan in cooperation with T.I.A.A. beginning in September, 1956. The school will contribute seven percent of the salary each month toward the premium and the individual will contribute three percent of monthly salary each month toward the premium.

3. In order that there may be no decrease in actual take-home pay, the School will supplement actual salary for next year by five and one quarter of three and one half percent as may prove necessary in order to cover the probable actual individual income tax.

4. The school will revise the formula for "past service benefits" to June 1956. Instead of using the formula of one percent of average salary in the last ten years of service multiplied by years of service, the school will use past service benefits at the rate of one percent of 1956-57 salary multiplied by years of service up to 1956-57. Minor adjustments may be made for persons now sixty or over in order to keep the formula in line with the 1946 statement.

5. The Pension Committee shall determine the list of staff members eligible for participation in the plan, subject to the final approval of the Board and the School Committee.

6. Further study shall be given to the possibilities of expanding the existing 1946 Pension Plan so far as past service benefits are concerned:

- a) To provide some benefits to beneficiaries in case of an individual's death or retirement.
- b) To provide an optional means for a retiring member to receive a continuing benefit to a contingent beneficiary (necessarily at a lower rate for the lives of two people rather than one).
- c) To provide eventually some past service benefits up to 1956 for a person who leaves the school before retirement age because of illness, other employment, or other reason.

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Recommendations of the Pension Committee
MOSES BROWN SCHOOL

4/24/56

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PROVIDENCE, R. I.

The Trustees and School Committee shall make a statement to the Faculty that whether or not the School purchases individual policies with an insurance company the School considers pensions a first obligation and will use such capital or current funds as may be necessary to fulfill the commitments of the 1946 policy.

Early in April a visitor to the School entered into a casual conversation with three boys. "What is unusual about Moses Brown School?" he asked. After a pause, one boy replied: "The teachers at this School really care about what you accomplish." It is a wonderful thing at any school to have a faculty made up of men and women who inspire a comment like this.

The Winter Term

February and March saw easily bring trying moments in a school - it is a long pull from January 4 to March 24. Classes and athletic teams forged ahead vigorously. The chronicles of the classroom and many of the important chronicles of the gymnasium are rarely told. They would contain scores of important stories of awakened curiosity, new self confidence, new insights about life, newly learned habits of persistence. Many of the stories can be read between the lines in the five hundred reports which masters wrote this winter about one hundred twenty-five boys in Upper School classes. A digest of the reports on each boy went home to his parents.

Special events have added much to the term. The Glee Club joined with the Lincoln School Glee Club in a good concert. The Froreman Club and Lincoln girls gave a lively performance of "The Father of the Bride." The All-School Tea Dance in March was a good party. On the first day of spring snow and wind conspired to create three-foot drifts around the school building, and boys and masters spent a day digging out. The weather-enforced two-day holiday was received in some quarters with spontaneous rejoicing.

Visiting speakers have kept us alert to events in far corners of the world. Rear Admiral Donald MacMillan gave a magnificent talk on his voyages of exploration in Greenland and the polar seas; the editor of the Sunday Times at Kuala Lumpur reported on Malaya; Roy McVioral, recently returned from India as mission chief for CANN, spoke on India; Stephen Cary told us about his journey with the Quaker team last summer to the U.S.A.M. Our Sunday speakers have included George Bellack, secretary of the Friends Yearly Meeting office in Cambridge; the Rev. John Berlin, M.D., 136, chaplain at Wadsworth College; Dr. Charles Watts of the Urban Faculty; Floyd Moore, an inmate from the Department of Religion at Guilford College.

The Trustees and School Committee shall make a statement to the Faculty and Board of whether or not the School purchases individual policies with an interest payable to the School. Consideration should be given to the fact that the use of such capital or current funds may be necessary to fulfill the commitments of the 1946 policy.

Very respectfully,
[Signature]
[Title]
[Address]
[City, State, Zip]
[Phone Number]
[Date]

4/30/56
5/1/56

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

HEADMASTER'S STUDY

Report to the Board of Trustees of Moses Brown School and the Committee in Charge of Moses Brown School and Lincoln School

Early in April a visitor to the School entered into a casual conversation with three boys. "What is unusual about Moses Brown School?" he asked. After a pause, one boy replied: "The teachers at this School really care about what you accomplish." It is a wonderful thing at any school to have a faculty made up of men and women who inspire a comment like this.

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Visiting speakers have kept us alert to events in far corners of the world. Rear Admiral Donald MacMillan gave a magnificent talk on his voyages of exploration in Greenland and the polar seas; the editor of the Sunday Times at Kuala Lumpur reported on Malaya; Roy McCorkel, recently returned from India as mission chief for CARE, spoke on India; Stephen Cary told us about his journey with the Quaker team last summer to the U.S.S.R. Our Sunday speakers have included George Selleck, secretary at the Friends Yearly Meeting office in Cambridge; the Rev. John Martin, M.B., '30, chaplain at Wheaton College; Dr. Charles Watts of the Brown faculty; Floyd Moore, on leave from the Department of Religion at Guilford College.

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

THE HEADMASTER'S STUDY

Seven Moses Brown boys had exhibits at the Rhode Island Science Fair in March; they won three first grants and one third grant. One of our seniors, William Mackenzie, Jr., was chosen from candidates in all schools of the city to represent the Providence Junior Alliance Française at a meeting in New York.

The Fund Raising Campaign

The Convocation on March 23 was very ably led by Mr. Ronald Green, Jr., President Keeney of Brown, Dr. Saltonstall of Phillips Exeter Academy, and Dr. Thomas Perry. It was interesting and appropriate to honor with Alumni Citations six Moses Brown graduates. The Providence Journal and a television station gave the meeting full publicity.

Under the extraordinarily vigorous leadership of Mr. Benjamin Cook, Jr., the Central Campaign Committee have now organized themselves and begun their work. Mr. Noel Field and Mr. Raymond Trott are co-chairmen of the Special Gifts Committee. Mr. Roger Freeman is chairman of the general campaign which is to open on May 3.

Physical Improvements outside the Campaign Goals

The Trustees and School Committee members will want to be aware of needed improvements which the School must make as rapidly as money can be provided. Some of these improvements are:

1. A new hot water system under city pressure to replace the old gravity system now in use. The estimated cost is \$20,000.

2. Re-grading and draining nine tennis courts and providing all-weather surface. Estimated cost \$25,000. Similar work on two Lower School courts would cost \$4,750.

3. Landscaping - planting new trees, especially as a screen on the west side of the campus and west side of the tennis courts. Probably \$2,000.

4. A heating engineer recommends that \$5,000 be set aside each year for maintenance and replacement in the sanitary plumbing system and that \$4,000 a year be used for repairs and replacement in the heating system. He believes the present heating equipment will last ten to fifteen years with careful supervision; and he estimates the cost of a more modern heating system at \$85,000.

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

IE HEADMASTER'S STUDY

5. We are losing chances to engage some top-notch teachers because we have no adequate apartments for married men, and we must study ways of improving or creating several apartments for married couples.

6. We expect to add a small master's bathroom on the third floor above Alumni Hall this summer and to add fixtures to the boys' shower room. These changes, which go naturally with the change from a Lower School dormitory to an Upper School dormitory, will cost approximately \$1,200.

Faculty Pensions

A faculty-trustee Pension Committee has studied the entire pension problem and consulted the faculty on definite proposals. After full discussion the faculty has indicated its approval of instituting next year a pay-as-you-go plan in cooperation with the Teachers Insurance and Annuity Association. The Pension Committee proposes that the School contribute seven percent of monthly salary each month and the individual three percent of monthly salary. In order to avoid working hardship on teachers, the School will need to increase salaries by three percent to cover the individual's premium and this three percent plus seven percent would total \$11,000 a year.

The adoption of this plan would stop any further accumulation of unfunded obligations and would begin to place the School's pension plan on a definite insurance basis, each faculty member owning his own policy. While it will be hard to get a new \$11,000 a year into the budget, this is a very necessary step toward a safe financial future.

The Pension Committee will make a recommendation on the preferred way of purchasing "past service benefits." Whatever method is used, the School will need at least \$250,000 to buy the annuities covering the teachers' service over the last thirty-five years. The first objective of the present campaign is to raise \$100,000 toward this purpose.

Applications and Admissions for 1956-57

During the last year or so the School has required entrance examinations for a larger and larger proportion of applicants. This year forty-four boys in grades three to seven took reading and achievement tests on March 17 and April 28, and seventy boys in grades eight to twelve took tests on April 7. We can accept less than half of the boys applying for the Lower School and less than a third of the boys applying for the Upper School. We are now full in every elementary grade except one and the only places still open in the Upper School are five or six places in the first three Forms reserved for good candidates who may apply for admission as boarding students.

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

THE HEADMASTER'S STUDY

A difficult decision faces us in regard to numbers. The total of 210 boys in the Upper School this year fills the Study Hall completely for morning assemblies and fills the dining room at lunch. If we should admit fifteen more boys from the well qualified applicants, we could absorb them in existing class sections and we could gain nearly \$10,000 in added income. The problem is to stop before crowding brings excessive friction and irritation at tight points in the school day.

Among the new boys for next year will be a Negro boy from New Jersey, who will enter as a junior or senior. He has been president of his high school class and seems to be a good student and a fine person.

Salaries and Tuition Fees

Faculty and staff salaries at Moses Brown are seriously low. They must be increased in sheer fairness to able men and women who give their energies and skill without stint. They must be increased if the School is to have any chance of recruiting in the next two or three years the kind of teachers who are needed. Men completing the M.A. in teaching at Harvard are in some cases taking public school jobs - their first teaching jobs - at salaries equal to Moses Brown's top salaries (including the salaries of department heads with many years of experience). Men and women in the Providence Public Schools earn in many cases thirty to fifty percent more than teachers of similar experience at Moses Brown.

No one likes to raise a School's tuition. It would be ideal if we could make finances irrelevant in selecting a student group. Yet the fact must be faced that Moses Brown has to be run on tuition fees, without any large help at this time from endowment income or any "annual giving" program.

I want to ask a sub-committee to study this summer the whole question of salaries and fees and to make specific recommendations to the School Committee and the Trustees at the October meeting.

Meetings with the Faculty.

Would it be interesting and valuable for the School Committee and Trustees to meet some time next fall with the Faculty? We might discuss together some general educational issue, the work in some School department, or some topic related to the School's general organization and development. I believe the Faculty would welcome such a meeting and that two or three representatives would gladly work with two or three Trustees and Committee members in planning such a meeting.

George St. John, Jr.
George St. John, Jr.
Headmaster

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

April 30, 1956

A meeting of the Board of Trustees of Moses Brown School was held Monday, April 30, at 8 p.m. in Alumni Hall, Mr. Vervena presiding in the place of Dr. Perry, who was temporarily absent, and the President, Mr. Edwards, who was out of town.

The following members were present: Moses Bailey, Charles F. Brown, Woodworth L. Carpenter, Benjamin L. Cook, Jr., Henry C. Foster, Mrs. Hovey T. Freeman, E. John Lownes, Jr., William M. Mackenzie, Dr. Thomas Perry, Jr., Gren O. Pierrel, Dr. Alexander C. Purdy, Robert M. Saywell, Mrs. Edwin F. Sherman, Jr., Mrs. Charles P. Sisson, Frederick C. Tanner, Andrew R. Towl, Virginia Townsend, Achille G. Vervena, Walter H. Wood. (Mr. St. John, Headmaster, was also present.)

Upon motion duly made and seconded, it was voted that the minutes be approved as circulated.

Executive Committee Report

Mr. St. John reported that the architect's drawings of the new Lower School building, as prepared for the campaign brochure, were not to be considered final. The architect wishes to do more work on them and the Building Committee has not met recently.

Upon motion duly made and seconded, it was voted to accept this report.

Nominating Committee Report

Mr. Pierrel, in making the following nominations, commented that the Committee's job is to concern itself only with the seven members-at-large of the Board, since there are 13 members nominated from and by the Quakers, 3 from the Alumni Association, 2 from the Parents' Association. Two trustees were nominated to replace Mr. Henderson and Mrs. Freeman, whose terms of office expired this year. He also commented that Mr. Edwards, formerly on the Board as an Alumni Representative, was being nominated for a regular three-year term on the Board.

For Members of the Board - 3 year term:
William H. Edwards
Robert H. Goff

For Officers of the Board - 1 year term:
William H. Edwards - President
Thomas Perry, Jr. - Vice President
Mrs. Edwin F. Sherman, Jr. - Secretary

MOSES BROWN SCHOOL
PROVIDENCE, R.I.

Dear Sirs:

I have the honor to acknowledge the receipt of your letter of the 10th inst. and in reply to inform you that the same has been forwarded to the proper authorities for their consideration.

I am, Sir, very respectfully,
Yours, very truly,
Moses Brown

Enclosed for you are the reports of the Committee on the subject of the proposed new building.

I am, Sir, very respectfully,
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I have the honor to acknowledge the receipt of your letter of the 10th inst. and in reply to inform you that the same has been forwarded to the proper authorities for their consideration.

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I am, Sir, very respectfully,
Yours, very truly,
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MOSES BROWN SCHOOL
PROVIDENCE, R. I.

For Members of the Executive Committee - 1 year term:
William H. Edwards - President
E. John Lownes, Jr.
Thomas Perry, Jr.
Gren O. Pierrel
Mrs. Charles P. Sisson
Frederick C. Tanner

Members of the Nominating Committee
Gren O. Pierrel - Chairman
E. John Lownes, Jr.
Mrs. Edwin F. Sherman, Jr.

1. On motion of Mr. Carpenter, seconded by Mr. Brown, it was voted that the slate be closed and that the Secretary cast one ballot for the Board.
2. On motion of Mr. Cook, seconded by Mr. Brown, it was voted to accept the Nominating Committee report for Officers.
3. Mr. St. John presented the Nominating Committee report for members of the Executive Committee. Upon motion duly made and seconded, it was voted that the list be closed and that the Secretary cast one ballot for the Executive Committee.

Alumni Association

Mr. Carpenter reported that bills for dues to the Alumni Association would not be sent out at the usual time of May 14 because of the Development Drive. They probably will be sent out in the fall.

The Association hopes to have 180 alumni working on the Campaign, and several alumni in distant parts of the country are helping with it.

On motion duly made and seconded, it was voted to accept this report and place it on file.

Development Fund Report

Mr. Cook read a progress report on the campaign prepared by Tamblyn and Brown. He urged all Board members to help the campaign gain a necessary momentum by concluding as soon as possible advance gift solicitations or other campaign work in which they are involved. He pointed out that the first ten weeks of the 26-week intensive campaign were spent on Convocation, a necessary prelude to the fund-raising, but that little leeway is left time-wise for the campaign itself. The first report meeting for Special Gifts will be on May 7, with

MOSES BROWN SCHOOL

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General Organization making its first report on May 8. The reporting of some substantial gifts at this time is essential to give a lift to the campaign. Of 500 advance gift prospects, 400 have been assigned, but only 50 reported back so far. The response of alumni and parents to help in the campaign is most heartening.

Pensions

Mr. St. John made an interim report for the Pension Committee which is not yet ready to make definite recommendations to the Board. He recounted the School's inability despite the \$120,000 pension fund in hand to keep pace with accumulating obligations for pensions, stated his desire to face up to the problem now rather than pass on a debt to the next generation. Investigation into the Teachers' Insurance and Annuity Association plan shows that approximate cost now of paying premiums covering current service would be \$14,000 yearly, a sum too large to be currently absorbed in the budget, even with the teachers' partial contributory system. Mr. St. John believes it would be wholly unwise to have any pension system requirements make inroads on the teachers' already low take-home pay. The problem is acute because beginning this year, the \$6,000 item in the budget for pensions will be almost completely used for annuities to teachers now retired, with no savings possible for capital accumulation.

Mr. Andrew R. Towl pointed out some of the complex factors to be considered in setting up a pension plan: the increasing rate for Social Security payments which were not being made at the time of the original provisions for pensions; income tax considerations; the determination of a formula by which to figure pensions; the desire to add death benefits to the widow or family; and the knowledge that faculty morale depends upon prompt decisions in this area.

Headmaster's Report

To the written report already circulated, Mr. St. John added some comments on discipline. He looked upon recent breaches of good behaviour as manifestations of frustration by a group of poor students in the Upper School. He regards discipline as a by-product of well-led activities within the classroom, in student government and on the playing fields, a complex problem not merely connected with good policing by the faculty. He commended Mr. Howe, Mr. Armstrong and Mr. Whitford for the contribution they make daily as coaches in setting behaviour standards. He expressed the hope that the future would find more athletic teachers on the faculty.

Mr. St. John said the School would welcome suggestions for the following positions:

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

Replacements for Mr. Odell and Mr. Roberts, both leaving to do graduate work, and for Mr. Hutton, leaving to become Headmaster of Oakwood School; an assistant to Mr. Raines in History and Geography; a Director of Glee Club and Dramatics, and an administrative assistant.

Parents' Council

Mr. Mackenzie announced that Father and Son Day would be held on May 11. Innovations include eliminations for high jump and broad jump before May 11, stress on the activities of the boys themselves; programs by the Glee Club, baseball and tennis, as usual.

The Parents' Council has voted funds to purchase the following equipment for \$1020.00:

A display case for the Library
Microscope-microprojector
Two reading accelerators

It was the wish of the Trustees that Mr. Mackenzie express the gratitude of the School to the Parents' Council for these gifts.

The increase in dues from \$2 to \$5 has brought in about \$1500. 300 out of 340 parents have contributed. 92% of the parents contributed when dues were \$2 and so far 88% have contributed with the increase.

Upon motion duly made and seconded it was voted to adjourn.

Respectfully submitted,

Martha P. Sherman,
Secretary

COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL

The Committee on Moses Brown School and Lincoln School met Third Day, Fifth Month First, 1956, at 10 a.m. in the office of the Headmaster at Moses Brown School. Those present were: Moses Bailey, George I. Bliss, T. Dwight Boole, Russell D. Brooks, Ruth C. Burgess, Mary Hoxie Jones, Daisy N. Newman, Phebe F. Perry, Thomas Perry, Jr., Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Virginia Townsend, Charles H. White, Lyra T. Wolkins, Walter H. Wood of the Committee; Marion S. Cole, George C. St. John, Jr. of the Schools; Frederic G. Presbrey (for Frederick P. Austin, Jr.), Achille G. Vervena (for William H. Edwards) of the Trustees, and for a short time Richard D. Stine of Tamblyn & Brown. Excuses for absence were received from Edith L. Buffum and Andrew R. Towl.

Thomas Perry, Jr., Clerk, opened the meeting after a brief period of silence. He mentioned the approaching loss to Moses Brown School with the appointment of Charles W. Hutton to the Headmastership of Oakwood School. Ruth Burgess, the Clerk, and the Recording Clerk were named to write him a letter of appreciation from the School Committee.

Alexander C. Purdy was asked to read the following minute of appreciation of Frances E. Wheeler prepared by Moses Bailey, Edith L. Buffum and himself. (See Minute "A" attached.) It was suggested that this be read at Yearly Meeting at the time of the School reports.

The Clerk had to excuse himself from the meeting and Gren O. Pierrel was asked to preside.

Ruth Burgess, chairman of the Nominating Committee, presented the names of Winnifred Barrett and Alexander M. Burgess, Jr., M.D. as the recommendations of this Committee to the Nominating Committee of the Yearly Meeting for membership on the Committee on Moses Brown School and Lincoln School. There was some discussion concerning the continuation of the policy of appointing four non-New England Yearly Meeting Friends to the School Committee. It was thought very valuable to the Schools to continue to do this and that the presidents of the boards of trustees of the two Schools should be asked to serve, filling the vacancies caused by the death of Bruce M. Bigelow and the resignation of Richard M. Gummere.

Named to serve on the Committee on the Inevitable Change in Administration at Lincoln School were Phebe F. Perry, Alexander C. Purdy, Margaret G. Sisson, Virginia Townsend, Mary Hoxie Jones, William H. Edwards, and Frederick P. Austin, Jr.

The Minutes of the meeting of the Committee held Second Month 7, 1956, were approved as circulated.

Reports from the Headmaster and the Headmistress had been sent to committee members prior to the meeting. George St. John, Jr. spoke in some detail on the Basic Facts on Pensions drawn up by the Moses Brown Pension Committee (E. Harold Jernquist, Henry C. Foster, Andrew R. Towl, Frederick C. Tanner, and Everett B. Raines). (See "B" attached.) Miss Cole reported that Lincoln School had a similar problem but the solution there appeared to be less expensive. Further material will be sent to committee members prior to the meeting at which we are asked to take action on pensions.

It was brought to our attention that there were inherent difficulties in continuing and implementing the present Moses Brown rules regarding smoking whereby suspension is the penalty for a resident student for a first offence and he is liable to dismissal for a second offence. The Committee felt that the faculty should continue their consideration of the problem and make a recommendation to us.

Richard Stine gave us some details on the progress of the Campaign to date and urged as many of us as possible to attend the General Organization meeting on May 3 and the First Report meeting on May 8. He announced organizational activities in the following geographic areas: Boston, Woonsocket and Worcester, Central Connecticut, Fall River, Cape Cod, Taunton, Westerly and Narragansett, New York, and Philadelphia. We were impressed with the enormity of the task ahead if we are to realize our goals.

For Lincoln School Miss Cole called attention to the mention in her written report of Honors Divisions next year. In regard to the Campaign she reported that 1205 persons contributed \$301,986 to reach the first objective, and that Ground Breaking for the Lower School Building (The Marion Shirley Cole Building) would be May 12. Mr. Presbrey announced contractors' bids would be opened May 4 and the expectancy was for occupancy in September 1957.

The Committee recommended that the necessary steps be taken for Lincoln School to enter into a contractual agreement for the construction of the Lower School Building.

In introducing discussion of the attached Minutes ("C") of a Conference on Friends' Education held at Woolman Hill Fourth Month 12-15, 1956 Russell D. Brooks spoke of four types of Friends Schools, two exclusively for Friends, two for Friends and Non-Friends. It was regrettable that there was not more time at this meeting for the consideration of this report and important subject. It was thought that at a future meeting of this Committee considerable time should be given to it. Russell D. Brooks, Ruth C. Burgess, George I. Bliss, Marion S. Cole and George St. John, Jr. were named as a committee to bring in further statistics for our discussion.

We authorized borrowing up to \$20,000 if necessary to cover expenses incurred by Moses Brown School through the summer.

George St. John stressed the need and value of Friendly influence through the Schools through the teachers, and listed his departmental and administrative needs which included openings in French, Mathematics, Science, History, Geography, Religion, Glee Club and Dramatics.

The Committee adjourned to a delicious luncheon in Alumni Hall where Nancy St. John joined us and we welcomed back our Clerk.

Virginia Townsend
Recording Clerk

FRANCES ELIZABETH WHEELER

Frances Elizabeth Wheeler died on Thursday, December 22, 1955 after a brief illness, at the age of seventy-nine. Her passing is a great loss to this Committee but it is also an occasion of gratitude for her long and fruitful service. Her association with our Schools as student, teacher, administrator and counsellor covered more than sixty years.

Three Wheeler sisters have been intimately associated with Friends School (now Moses Brown): Dr. Lucia A. was for many years a member of this committee and Mary Abbie (Spencer) was Preceptress of Girls and teacher of "English Studies" from 1896 until her marriage in 1905. Frances Wheeler entered Friends School in 1893, graduating in 1895. She graduated from Smith College in 1899 and became a teacher at Friends School. Frances was associated with her sister and was made Preceptress of Girls after her sister's marriage. For many years she taught Senior English and served as the head of the English Department.

In 1926 when the New England Yearly Meeting acquired the Lincoln School Frances Wheeler was appointed Headmistress and continued in this position until her retirement in 1938. These twelve years were of great importance for the future of Lincoln School under its new management and her services were invaluable. Under her leadership the School increased in enrollment, in equipment, and in the esteem of the community. She was particularly concerned with the academic soundness of instruction as a preparation for college and the excellent record of her students was eloquent of her success. She never neglected other aspects of school life, however, and was vitally interested in every individual connected with the School. To each one she gave generously of herself and hosts of her students witness to the abiding influence of Frances Wheeler in their lives.

Since her retirement in 1938 she has given devoted service to the Schools. As a member of the School Committee, the Boards of Trustees of Lincoln and Moses Brown, and the Executive Committees of both Schools, her counsel has been a resource through these later years. Her rich background of experience, her sound common sense, her flexibility when confronted with new situations and problems, together with her delightful sense of humor, have endeared her to all who have been privileged to work with her.

She served more than forty-two years as a member of the Trustees of Obadiah Brown's Benevolent Fund, being the second woman to be named to the Board. As Chairman of the Book Committee she gave much time and thought to the work of book distribution.

Frances Wheeler was a birthright Friend and she played an active part in the life and work of the Society, home and foreign missions constituting her chief interest. She served as Secretary of missionary societies and committees and accompanied Sarah J. Swift on many tours, while attendance at the sessions of the Five Years Meeting kept her in touch with the larger educational and missionary work of Friends.

Frances Wheeler was a modest person and she would not have approved of overstatement in this or any other tribute to her memory. It is right, we believe, to say that she belongs to the goodly company of Quaker women who have served their day and generation with distinction and her place in the roll of great educators is assured. Her life and work has been and will continue to be an inspiration.

Basic Facts on Pensions

Amount now paid annually to ten retired personnel	\$10,362
Amount to be paid 1960-61 to all retired personnel (assuming no mortality)	14,352
Amount to be paid 1965-66 (assuming no mortality)	24,692
" " " " 1973-74 (" " ")	40,000
" " " " 1973-74 (standard mortality) c	29,000

If present salaries of eligible members remained constant at \$135,000, pensions would run in the next ten years from 8% to 18% of total salaries. Within twenty years they would be likely to go well over 20%.

School's potential liability now under 1946 pension formula

1. Present cost of annuity policies for retired personnel	\$133,390
2. Present cost of past service policies for those now employed	295,350
3. Cost of past service policies to 1956 for those now employed if payment is delayed until individual dates of retirement	356,360
4. Present cost of annuity policies for all (retired and employed) covering service to 1956(1+2)	428,740
Existing Pension Fund	\$120,000
Immediate Campaign Goal for Pensions	<u>100,000</u> 220,000
Remaining potential liability for service through 1956	208,740
Annual Cost of premiums to purchase future service benefits (Starting a pay-as-you-go plan and avoiding the accumulation of further unfunded obligations)	13,500

Under the 1946 plan there is no provision for any payment in case a person dies or leaves the School before retirement. If the School instituted a pay-as-you-go plan for current service benefits under the TIAA, the policies for current service would belong to the individual.

April 30, 1956

At a conference on Friends' Education held at Woolman Hill, Deerfield, Massachusetts, 4 mo. 12 - 15, 1956.

Friends convened at 8:00 P.M., 4 mo. 12.

Minute 1. George Eliss was appointed presiding clerk and John Kaltenbach was appointed recording clerk of this conference.

Minute 2. In worship it was held before us that education is essentially a process that reveals the unity of all men. The search for this unity is stirring in the world and has raised a quickened vitality in plans for education. This quickening has reminded us that we are engaging ourselves with a mysterious process as well as with a set of principles. This process and these principles renew themselves from time to time in a variety of ways. We hope this conference may be a time of such renewal and quickening and creation.

Minute 3. Quaker education, if it can be differentiated from general education, aims at helping individuals become unified in body, mind, and spirit. The body and mind can be trained to serve the spirit in all men, and Quaker education should be concerned with all equally. This, however, raises difficulties in organizing a school, which must have some standards of admission and performance. We have begun to flounder in the face of this problem because we have become trapped by conventional forms and processes of classroom education. If Friends have a unique contribution to make, it must be made in terms of the total environment in which education takes place.

Minute 4. The cause of education becomes alive only when our efforts come under the Divine scrutiny and when those engaged in the educational process are kindled by God's increase.

Minute 5. Public education is largely responsible for what America is today. We must therefore examine the product to determine whether the process is flexible enough to meet what appear to be mortal threats to our national life. We see two ways of being effective in implementing our hope of what public education can be. One is to set up separate pilot projects which would embody Quaker values and beliefs. The other is through individual participation in public and private school activity and witnessing to our values and beliefs through service there. We would support and encourage all who are in such positions to speak out courageously in the strength of their beliefs.

Minute 6. We do not favor the trend toward larger mass education. We believe the opposite direction offers better possibilities for maintaining values; through decentralization, neighborhood schools, smaller units, and a revival of the apprentice system for non-academic students along lines of individual vocational interest.

Minute 7. Most Friends' schools began as an arm of the church in which the life and work of the Meeting were focused. The equal education of both sexes was one of the early distinguishing features, as well as a desire to provide a religiously guarded education for the children of Quakers. Along with society as a whole, Friends' schools have yielded their peculiarities in the direction of secularism and admission of non-Friends. The result has been a loss of singular and unique features, so that some Friends' schools are scarcely distinguishable from other privately supported schools. Part of this change comes from leaning over backwards to avoid the criticism of using our schools to propagate Quakerism. We feel this posture has been unnecessary and undesirable, and that it has often led to watering down testimonies which should be maintained. If there is a fault in this, it is in ourselves as a Society of Friends and in our failure to keep in immediate and firsthand touch with our schools. This has been aggravated by having schools separate from the care of Meetings and separated from involvement with the daily life of a Friends' community.

Minute 8. The scarcity of Quaker children in Quaker schools is sometimes accounted for by prohibitive costs. We feel, however, that Friends usually accomplish what they truly believe. The problem, therefore, seems to be to determine at what point Friends lost faith in their schools and what steps can be taken to restore ourselves in the community of faith. This may be connected with the weakening of our Meetings for Business by the appointment of committees whose work has deprived our schools of the benefit which comes from the care and judgment of the whole Meeting.

Minute 9. We believe experimental educational ideas are most likely to be effective if they arise from real need, are religiously centered, and follow the sense of the Meeting. In our present condition, educational needs may occur primarily at the adult level. Some adults yearn for an educational venture small enough to allow individuals to be intimately and personally involved, thus removing some of the barriers created by largeness in itself.

Minute 10. We do not believe children should be sent to school to acquire the cultural and religious values which should be transmitted through the home, but we do need schools which will relate individual religious experience to the experience of the wider spiritual community.

Minute 11. A letter from Harold Burnham was read expressing concern that this conference direct itself toward specific expression of conclusions as to why Yearly Meeting Friends do not use our present schools and what can be proposed as a remedy. We have already partially shared this concern as recorded in Minute #8. Further consideration indicates that we might discover more of the source of our uneasiness among some of the devices we have used in the past for implementing

Woolman Hill Conference on Education

3.

our educational concern. Specifically, we should look more carefully at "absentee landlordism" as a principle, and also determine whether we are selecting committee personnel whose views are consistent with the particular viewpoint expressed in Yearly Meeting concern. We are in agreement that our schools should be operated by Friends, with Friends' personnel, for Friends and others.

Minute 12. The conference divided into two groups to discuss 1) existing Friends' schools, and 2) experimentation.

Minute 13. The discussion groups reported to the conference. The first group spent its time addressing itself to the problems of the schools under the control of New England Yearly Meeting. This group included members of the school committee, faculty, and administration of one school, all of whom felt encouraged by this opportunity to discuss freely and dispassionately the mutual concerns in which they are engaged. An informal report of this discussion has been passed on to the representatives of the Central Advisory Committee who are present at this conference.

The second group centered itself on proposed experimental schools and the extent of commitment needed to keep Friends' education constantly renewed.

Minute 14. In love and tenderness of heart we were gathered to praise and worship the source of life that has been raised among us. There are often ways of renewing life that are left untried. We hope none anywhere will be discouraged from following new openings into new areas as they appear. There are also always the continuing responsibilities of witnessing in situations where we now find ourselves. The quality of our witness in both circumstances will depend on how close we stay to our Guide and Teacher. It is hoped that by doing so, parents and children alike will enter into a new freedom and release of energy, so that individuals, families, schools, our Society, and the family of man itself can return home and find peace.

Minute 15. We desire that the minutes be circulated among Friends in New England Yearly Meeting and among all Friends everywhere.

George I. Bliss, Presiding Clerk
John E. Kaltenbach, Recording Clerk

COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL

A special meeting of the Committee on Moses Brown School and Lincoln School was held Second Day, Fifth Month 14, 1956, at 2 P.M. in the Providence Friends Meeting House. It was called by the Clerk following inquiry by some of the Providence members of the Committee into the source of a spirit of unrest at Moses Brown School, and student and faculty criticism of the administration. Those present from the Committee were: Moses Bailey, George I. Bliss, T. Dwight Boole, Russell D. Brooks, Charles F. Brown, Ruth C. Burgess, Karl H. Erickson, Henry C. Foster, Mary Hoxie Jones, Daisy N. Newman, Phebe F. Perry, Thomas Perry, Jr., Gren O. Pierrel, Margaret G. Sisson, Andrew R. Towl, Virginia Townsend, Willard H. Ware, Charles H. White, and Lyra T. Wolkins. Also present were: William H. Edwards, Benjamin L. Cook, Jr., Mrs. Edwin F. Sherman, Jr., and Achille G. Vervena, officers of the Board of Trustees of Moses Brown School.

Those to whom the criticism had come and those who had talked with a group of the students and those who had made inquiries of some of the faculty reported their conversations. In the course of a two-hour session, all in attendance contributed verbally to the consideration of the problem. It was thought that the situation, though disturbing, was not unique to our change of administration. Though individuals had some reservations, we were united in our support of the administration.

When George C. St. John, Jr. then joined us, he outlined some of the strengths and weaknesses of the School as he saw them. He appeared to be challenged by the weaknesses as well as the strengths, rather than to be discouraged by the former.

Mr. MacIntosh and Mr. Stine of Tamblyn and Brown then joined us, and Mr. MacIntosh spoke briefly. He felt there had been a delay in Special Gifts, but that the potential was there and had not been weakened.

Virginia Townsend
Recording Clerk

Executive Committee of the Board of Trustees of Moses Brown School
May 29, 1956

Executive Committee of the Board of Trustees of Moses Brown School

The Executive Committee of the Board of Trustees of Moses Brown School met at the School at 4:00 p.m. on Tuesday, May 29, 1956. There were present: Mr. William H. Edwards, chairman, Dr. Thomas Perry, Jr., Margaret G. Sisson, George St. John, Jr. There were present: Mr. William H. Edwards, Mr. Thomas Perry, Jr., Margaret G. Sisson, George St. John, Jr.

Mr. St. John reported that the expenditure of approximately \$2600 would be necessary for painting the woodwork on the south side of the main building this summer. This follows the expenditure of a similar sum for painting the north side of the building last summer. Putting on new wallpaper and painting in the dormitories will cost approximately \$1500. Mr. St. John recommended spending \$1000 to put up partitions and some new fixtures and make a small private bathroom for a faculty member on the Belmont corridor. The Committee approved all these expenditures as normal parts of school maintenance and improvement. It was assumed that these expenses would be met out of current income and that it would not be necessary to draw on the Improvement Fund.

The Committee discussed in detail the rather widespread resentment among some Upper School masters concerning the apparently disloyal conduct of one member of the Faculty. Members of the Board of Trustees in conferences with several Faculty members have gained the clear-cut impression that it would be better for the general welfare of the School not to have this teacher return next fall. It was agreed that Mr. St. John should take this up with the person concerned after Commencement.

George St. John, Jr.
George St. John, Jr.
Acting Secretary

After discussion it was moved and voted that the Executive Committee and the Campaign officers approved the recommendations of Tamblin and Brown contained in the letter of May 11 from Mr. Alexander Halobuck. It was left to Mr. Cook and Mr. St. John to decide on the exact date when it would be helpful to have an associate director (probably Miss Alex) here for the two months in the fall and it was also left to them to decide whether it might be more valuable to have Miss Alex here for a further ten days or two weeks in June.

Executive Committee of the Board of Trustees of Moses Brown School
May 29, 1956

The Executive Committee of the Board of Trustees of Moses Brown School met at the School at 4:00 p.m. on Tuesday, May 29, 1956. Those present were: Mr. William H. Edwards, chairman; Dr. Thomas Perry, Jr.; Margaret G. Sisson; George St. John, Jr.

Mr. St. John reported that the expenditure of approximately \$1500 would be necessary for painting the south side of the main building this summer. This follows the expenditure of a similar sum for painting the north side of the building last summer. Putting on new wallpaper and painting in the dormitories will cost approximately \$1500. Mr. St. John recommended spending \$1000 to put up partitions and some new fixtures and make a small private bathroom for a faculty member on the Belmont corridor. The committee approved all these expenditures as normal parts of school maintenance and improvement. It was assumed that these expenses would be met out of current income and that it would not be necessary to draw on the Improvement Fund.

The Committee discussed in detail the rather widespread resentment among some Upper School masters concerning the apparently disloyal conduct of one member of the faculty. Members of the Board of Trustees in conference with several faculty members have gained the clear-cut impression that it would be better for the general welfare of the School not to have this teacher return next fall. It was agreed that Mr. St. John should take this up with the person concerned at the next meeting.

George St. John, Jr.
Acting Secretary

Executive Committee of the Board of Trustees of Moses Brown School

June 5, 1956

The Executive Committee of the Board of Trustees of Moses Brown School met on June 5, 1956 with three officers of the Moses Brown Campaign. There were present: Mr. William H. Edwards, Mr. Benjamin L. Cook, Jr., Mr. Noel M. Field, Mr. Roger M. Freeman, Jr., Mrs. Margaret G. Sisson, Mr. Frederick C. Tanner, Mr. George St. John, Jr.

Mr. Edwards read a letter of May 31 from the firm of Tamblyn and Brown which made the following proposals:

1. That Miss Alex be made available for reassignment on approximately June 1, 1956, and that the current services of Tamblyn and Brown, Inc. terminate as of June 30, 1956.
2. That the campaign office continue in operation throughout the calendar year 1956 and that it be announced that the campaign is to continue through the calendar year 1956.
3. That Tamblyn and Brown, Inc. provide advisory services for the period July 1, 1956 through October 31, 1956, and the full-time services of an Associate Campaign Director (probably Miss Alex) for the last two months of the year, November and December, 1956.
4. That the foregoing services be provided by Tamblyn and Brown, Inc. without additional fee to that called for by the present contract, and that the Trustees of the School provide a modest expense budget to cover the additional six months' period and to include travel and maintenance expenses of Tamblyn and Brown's representatives during the extension.

After discussion it was moved and voted that the Executive Committee and the Campaign officers approved the recommendations of Tamblyn and Brown contained in the letter of May 31 from Mr. Alexander McIntosh. It was left to Mr. Cook and Mr. St. John to decide on the exact dates when it would be helpful to have an associate director (probably Miss Alex) here for the two months in the fall and it was also left to them to decide whether it might be more valuable to have Miss Alex here for a further ten days or two weeks in June.

Executive Committee of the Board of Trustees of Brown School

June 2, 1956
The Executive Committee of the Board of Trustees of Brown School met on June 2, 1956 with three officers of the Brown School present. Those were present: Mr. William H. Edwards, Jr., Chairman; Mr. Cook, Jr., Mr. John M. Field, Mr. Lester M. Freeman, Jr., Mr. George H. Johnson, Mr. Frederick C. Tanner, Mr. George St. John, Jr.
Mr. Edwards read a letter of May 11 from the President of the Board of Trustees which was the following proposal:
That Miss Alex be made available for reassignment to the Brown School on approximately June 1, 1956, and that the contract between the Brown School and Brown, Inc. terminate as of June 30, 1956.

It was noted that the campaign office continue in operation throughout the calendar year 1956 and that it be announced that the campaign is to continue through the calendar year 1956.

That Tamlyn and Brown, Inc. provide advisory services for the period July 1, 1956 through October 31, 1956, and the fee for such services be \$10,000.00. An Associate Campaign Director (probably Miss Alex) for the last two months of the year, November and December, 1956.

That the foregoing services be provided by Tamlyn and Brown, Inc. without additional fee to that called for by the present contract, and that the Trustees of the School provide a modest expense budget to cover the additional six months' period and to include travel and maintenance expenses of Tamlyn and Brown's representatives during the extension.

After discussion it was moved and voted that the Executive Committee and the Campaign office approve the recommendations of Tamlyn and Brown contained in the letter of May 31 from Mr. Alexander McIntosh. It was left to Mr. Cook and Mr. St. John to decide on the exact dates when it would be helpful to have an associate director (probably Miss Alex) here for the two months in the fall and it was also left to them to decide whether it might be more valuable to have Miss Alex here for a further ten days or two weeks in June.

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MOSES BROWN SCHOOL
PROVIDENCE 6/5/56

HEADMASTER'S STUDY

Mr. Cook read a proposed statement to Campaign workers which would explain our intention to cover just as many cards as possible by June 20th and then continue the Campaign through 1956. The Committee agreed to leave the final wording to Messrs. Cook, St. John, and Stine.

Early in April a visitor to Moses Brown School came into a casual conversation with three boys. "What is unusual about this School?" he asked. After a pause one boy replied: "Mr. Freeman asked whether the Trustees had decided on the order of starting any new buildings and on a date for ground-breaking. Mr. St. John said that no such decision had been made, that it would depend upon the total amount raised in 1956. There would be enough in any case to build the laboratory, if that seems best. Mr. St. John expressed the opinion that it would be important to add \$100,000 to the faculty pension fund before allocating money to new buildings."

It was agreed in principle that everything possible should be done to push the Campaign in June and that the Campaign be taken up again intensively in November and December, mainly November 15 to December 15. The thought was that we should cover all special gifts prospects individually and thoroughly at that time.

Some of our boys have achieved much distinction. In October fifteen boys, George St. John, Jr., a French song on a television program. The French words of this song were written by a Moses Brown boy. One of our seniors won a certificate in the National Merit Scholarship Competition and another won a National Merit Scholarship. The only boys allowed even to try the examination in this competition were those in the top five percent of the senior class in each school, all over the country. Seven Moses Brown boys had exhibits at the Rhode Island Science Fair in March; three won first grants and one a third grant. One of our seniors was chosen from all schools in the city to represent the Providence Jewish Alliance Française at a meeting in New York. Two other boys won top awards for essays in French. In a quite different area, it is worth noting that a Moses Brown boy won the Rhode Island Heavyweight Wrestling Championship.

One of our main jobs at Moses Brown is to help boys create small groups for worthwhile purposes and to help them share responsibility in these small groups and in the total school community. Boys who carry responsibility in school are more likely to carry community responsibility in later life. The Student Activities Committee (with the functions of a Student Council) has been much more active this year than before and has made genuine progress in taking responsibility. A House Council has been organized

6/2/56

MS BOT

Mr. Cook read a proposed statement to the Committee which would explain our intention to cover just as many cards as possible by June 20th and then continue the Campaign through 1956. The Committee agreed to leave the final wording to Messrs. Cook, Mr. John, and Miss.

Mr. Freeman asked whether the Trustees had decided on the order of starting any new buildings and on a date for ground-breaking. Mr. St. John said that no such decision had been made, that it would depend upon the total amount raised in 1956. There would be enough in any case to build the laboratory, if that amount came. Mr. St. John expressed the opinion that it would be important to add \$100,000 to the faculty pension fund before allocating money to new buildings.

It was agreed in principle that a special campaign should be done to push the Campaign in June and that the Campaign be taken up again intensively in November and December, mainly November 15 to December 15. The thought was that we should cover all special gifts proposals individually and thoroughly at that time.

James St. John
James St. John, Jr.
Acting Secretary

After discussion it was decided that the Executive Committee should be asked to authorize the representatives of the Board to make a letter of Mr. St. John and Mr. Cook and Mr. St. John when it would be better to have an announcement (probably Miss Alice) made at the time and it was also left to the representatives to be more valuable have had time to make a letter and days or two weeks in advance.

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

HEADMASTER'S STUDY

Report to the New England Yearly Meeting of Friends

Early in April a visitor to Moses Brown School entered into a casual conversation with three boys. "What is unusual about this School?" he asked. After a pause one boy replied: "The teachers at this School really care about what you accomplish." It is a wonderful thing at any school to have teachers who inspire a comment like this. The heart of every good school is the faculty.

We are by no means complacent and we recognize our own short-comings. At the same time everyone associated with Moses Brown can be happy about many strong points in the current school year. A teacher from another school wrote after a day with us: "There was an air of subdued quietness and attention to business in the halls and classrooms which comes as a revelation to a public school teacher who must use so much effort to get and to keep attention. I am still wondering how you turn the raw recruit from our public schools into the seemingly studious fellows I saw there."

Some of our boys have achieved honors that deserve mention. In October fifteen boys, led by Mr. Whitford, sang a French song on a television program; the music and French words of this song were written a year earlier by two Moses Brown boys. One of our seniors won a certificate in the National Merit Scholarship Competition and another won a National Merit Scholarship. The only boys allowed even to try the examination in this competition were those in the top five percent of the senior class in each school all over the country. Seven Moses Brown boys had exhibits at the Rhode Island Science Fair in March; three won first grants and one a third grant. One of our seniors was chosen from all schools in the city to represent the Providence Junior Alliance Francaise at a meeting in New York. Two other boys won top awards for essays in French. In a quite different area, it is worth noting that a Moses Brown boy won the Rhode Island Heavyweight Wrestling Championship.

One of our main jobs at Moses Brown is to help boys create small groups for worth-while purposes and to help them share responsibility in these small groups and in the total school community. Boys who carry responsibility in school are more likely to carry community responsibility in later life. The Student Activities Committee (with the functions of a Student Council) has been much more active this year than before and has made genuine progress in taking responsibility. A House Council has been organized

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

HEADMASTER'S STUDY

to represent boarding students. Boys have taken responsibility magnificently, as they have in other years, in carrying out the many details of running a field day and organizing hospitality for our Father and Son Day. There remains much to be done to involve boys more fully in making sound decisions about various areas of school life and then in carrying out responsibilities.

Visiting speakers to the School have brought mental stimulation, stirred our imagination, and given new inspiration. After Alan Paton talked on South Africa, boys kept firing questions at him for more than half an hour and were stopped only by his next appointment. K. Brooke Anderson, a former member of an American Friends Service Committee team working with Arab refugees, told us about the urgency and difficulty of the Arab-Israeli conflict. Rear Admiral Donald B. MacMillan gave a magnificent talk on his voyages of exploration in the Polar Seas. The editor of the Sunday Times at Kuala Lumpur reported on Malaya. Roy McCorkel, recently returned from India as mission chief for CARE, spoke on India. Stephen Cary told us about his journey with the Quaker team last summer to the U.S.S.R. The speakers at our Sunday services have included college chaplains, ministers from Providence and nearby cities, and Quaker leaders: John Kaltenbach; Elfrida Foulds, British author and Friend; George Selleck; and Floyd Moore, of the Department of Religion at Guilford College.

Much has been done this year to keep the School in close touch with parents and alumni. In the fall the Upper School teachers held Open House one evening. Parents attended ten-minute classes following their sons' daily schedules, and each teacher explained the methods of his course. This experiment met with enthusiastic response. Lower School teachers led a lively forum in January on the subject, "Johnny Can and Does Read," an explanation of how the School teaches reading, with special emphasis on flexible methods for individual boys.

A large scale experiment was tried in sending to Upper School parents a fairly detailed letter on their son's strong and weak points academically and on his general point of view and contribution to the School. The Headmaster and the Senior Master wrote these letters on the basis of detailed comments from each class teacher. The Parents' Council has been active this year, keeping in close touch with School activities and taking special responsibility for helping with the Moses Brown Convocation on March 22, and raising \$1526.00 in dues for the benefit of the School. At the Convocation Dr. William Saltonstall of Phillips Exeter Academy

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

HEADMASTER'S STUDY

and President Barnaby Keeney of Brown University spoke. The Headmaster presented citations to six distinguished alumni.

The School Committee, the Trustees, and the Headmaster have given a tremendous amount of time through the year to working out a Building Program, to exploring changes in the School's pension plan, and to launching a Development Program. Architects and Trustees have made long-range plans for the layout of the campus and the Trustees and Committee have agreed that the most immediate building needs are for a new science laboratory wing, a relocated library, and a new Intermediate School building for grades four through eight. Preliminary sketches have been drawn for such a building, which would be placed in the grove south of Alumni Hall. This new building, costing approximately \$225,000, would provide badly needed space for the elementary grades and would also ease crowding in the Upper School by taking the eighth grade from the Upper School into the new building.

Work has proceeded actively since January on a fund-raising campaign with an immediate goal of \$400,000. Of this sum \$100,000 would go toward faculty and staff pensions. While this amount with the present pension fund of approximately \$100,000, will not meet the School's entire pension obligations for service up to 1956, the two amounts together will cover at least half the total obligation and will cover the amounts which will actually have to be paid in the next few years.

Moses Brown alumni and parents have worked with great energy and interest on the Fund-raising Campaign. The entire effort has brought new understanding of the School's total financial problem and a new widespread interest in securing the support the School needs.

One hundred twenty boys have taken examinations for admission to the School this year. Since there were places available for only one third of this number, the competition for admission has been very keen. Both the Upper School and the Lower School are now full except for a few places saved in the Upper School for good candidates who may apply for admission as boarding students in the first three Forms.

I am eager that there should be the fullest understanding about the admission of the children of Friends. We should like to have at Moses Brown more boys from Quaker families. The School is ready to use both limited endowment funds and its own funds to provide scholarships for children of Friends where scholarships are necessary. We cannot avoid the problem that comes from having a specialized

MOSES BROWN SCHOOL

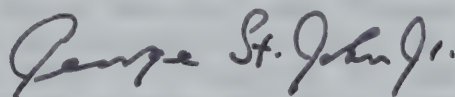
PROVIDENCE, R. I.

HEADMASTER'S STUDY

college preparatory curriculum of high standard. Unless a boy has very good ability in reading and unless he has certain other skills essential to strong scholastic achievement, it is almost bound to be a disappointing and frustrating experience for him to come to Moses Brown. The School of course admits some boys of thirteen and fourteen who have not yet proved themselves strong students, but they must have good basic aptitude for school work, proved by their school records and by examination. Some serious consideration has been given to planning a parallel curriculum that would be easier academically and would make it possible for the School to give the right educational opportunity to a number of absolutely fine boys, Friends and non-Friends, who may be comparatively slow in studies and unlikely ever to reach the stronger colleges. From the human point of view, it would be valuable to build such a program. Because it would mean additional classes, it would inevitably add seriously to the School's total expense. It would mean a partial change in the objectives of the School as followed for at least twenty-five years.

In Providence Meeting this winter someone spoke of the difference between an audience and a congregation, between a passive group waiting to be entertained or instructed and a group in which people come together with a common purpose, each sharing responsibility. The concern of parents and alumni for the ideals of the School can do us all good, boys and teachers together. In the same way the concern of Friends in New England for the ideals of the School and for the clear expression of the Quaker spirit in the School can do great good. The School can achieve its best only with a widespread dedication to an on-going task - a united spirit among boys, teachers, alumni, parents, and many Friends in the Yearly Meeting. We need to be more than in an audience; we need the common purpose of a congregation.

Respectfully submitted,



George St. John, Jr.,
Headmaster

THE HISTORY OF THE
CITY OF BOSTON

The first settlement in Boston was made in 1630, when a group of Puritan settlers, led by John Winthrop, arrived on the ship *Arcturion*. They established a colony on the eastern shore of the harbor, which was named Boston in honor of the English city of the same name. The settlers were determined to create a "city upon a hill," a model of Christian community that would inspire others. They faced many challenges, including harsh winters, lack of food, and conflicts with the Native Americans. Despite these difficulties, the colony grew and prospered, becoming a major center of trade and commerce in the New England region. The city's growth was fueled by its strategic location on the harbor, which allowed it to become a major port for the transatlantic trade. By the mid-17th century, Boston had become one of the largest and most important cities in the colonies.

The city's growth continued throughout the 17th and 18th centuries, as more settlers arrived and the economy diversified. The city became a center of intellectual and cultural life, with many prominent figures in the American Revolution, including John Adams and Samuel Adams, being born in Boston. The city's role in the Revolution was pivotal, as it was the site of the Boston Tea Party and the Battle of Boston. After the war, Boston remained a major center of industry and commerce, and its influence continued to grow. The city's history is a testament to the resilience and determination of its people, who have built a city that has shaped the course of American history.

THE HISTORY OF THE
CITY OF BOSTON
BY
JOHN B. HENNINGSEN
PUBLISHED BY
THE BOSTON PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1891

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

The Committee on Moses Brown School and Lincoln School met Sixth Day evening, 6th month 22nd, during the 1956 Sessions of the New England Yearly Meeting of Friends held at Lasell Junior College. Those present were George I. Bliss, Russell D. Brooks, Charles F. Brown, Ruth C. Burgess, Henry C. Foster, Mary Hoxie Jones, Daisy N. Newman, Phebe F. Perry, Thomas Perry, Jr., Margaret G. Sisson, Virginia Townsend, Charles H. White, Lyra T. Wolkins, Walter H. Wood, of the Committee, and George C. St. John, Jr., and Marion S. Cole.

The Minutes of the meetings of Fifth Month 1st and 14th were approved as circulated. A minute on Charles W. Hutton, prepared for the Committee by Ruth C. Burgess, was read and heartily approved.

There was consideration of the agenda for the report on the Schools to the Yearly Meeting scheduled for Seventh Day morning. It was thought appropriate to have our clerk begin by sharing with the Yearly Meeting the minute adopted by the Committee on the death of Frances E. Wheeler and our minute on Charles W. Hutton occasioned by his appointment to the headmastership of Oakwood School. Remarks on the fund raising activities at the two Schools were also thought to be in order and a few words from George St. John, Jr. and Marion S. Cole supplementing their written reports which had been made available to the Yearly Meeting with other mimeographed reports. Then it was thought it would be well to call upon Russell Brooks to report on the Woolman Hill Conference on Friends Education.

George St. John, Jr. raised the question of whether or not room should be made in the Schools for all children of Friends in the Yearly Meeting regardless of their academic prowess. It was recognized that this would mean changes in curriculum and increased personnel. It seemed well for us to think further on this.

The Nominating Committee at the request of the clerk, who has been giving most generously of himself and needs to be relieved, had considered the nomination of Gren O. Pierrel to the clerkship if he would serve. Mindful of his capabilities the Committee felt that if there was any way Thomas Perry, Jr. could relegate some of his time consuming duties to other members and retain the clerkship, that it would be to the advantage of the Schools not to change clerks at this time. A committee of the clerk, the heads of the Schools, the clerk of the Nominating Committee, and the recording clerk was named to give further consideration to this matter.

MOSES BROWN SCHOOL
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There was review of the minute providing for appointment to the Committee of persons from outside the New England Yearly Meeting membership. It was thought that the recording clerk was the one to notify those newly appointed. She was asked to write William H. Edwards and Frederick P. Austin, Jr., confirming their appointments for the duration of their trustee board presidencies.

A summarized report of the Scholarship Committee was presented and their awards were approved. On the basis of the number of Friends in the two Schools this past year, one third of the \$5,265.00 available from endowed scholarship funds went to Moses Brown applicants and two thirds to Lincoln's. This is only a fraction of the financial assistance that will be given Friends' children.

The clerk reported that \$195,000 had been raised for Moses Brown School in the current campaign. The big gifts have been slow in coming in but the potential for them is thought still to exist.

In closing we expressed our appreciation to Thomas Perry, Jr. for the tremendous devotion he has shown in his services to the two Schools.

Virginia Townsend
Recording Clerk

MOORE BROWN SCHOOL
CINCINNATI

The first of the series of studies was made in the year 1901. It was a study of the school itself, and of the work of the teachers. It was a study of the school as it was, and not as it should be. It was a study of the school as it was, and not as it should be. It was a study of the school as it was, and not as it should be.

The second of the series of studies was made in the year 1902. It was a study of the school itself, and of the work of the teachers. It was a study of the school as it was, and not as it should be. It was a study of the school as it was, and not as it should be. It was a study of the school as it was, and not as it should be.

The third of the series of studies was made in the year 1903. It was a study of the school itself, and of the work of the teachers. It was a study of the school as it was, and not as it should be. It was a study of the school as it was, and not as it should be. It was a study of the school as it was, and not as it should be.

The fourth of the series of studies was made in the year 1904. It was a study of the school itself, and of the work of the teachers. It was a study of the school as it was, and not as it should be. It was a study of the school as it was, and not as it should be. It was a study of the school as it was, and not as it should be.

It is interesting to note that

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

CHARLES W. HUTTON

On the roster of able and beloved teachers at Moses Brown School, we find names both past and present, which stand not only for outstanding teaching ability but also for a special quality of spirit and service. Among these is the name of Charles Wetherell Hutton, Head of the Science Department, who is leaving at the end of the school year just completed to assume the leadership of Oakwood School in Poughkeepsie, New York.

The School Committee wishes at this time to record its profound appreciation of the services which Charles Hutton has so freely given for the enrichment and strengthening of the life of the School.

Charles Hutton came to Moses Brown School as a teacher of Science in the fall of 1941. In the intervening years he has served the School in many capacities - academic, athletic, social, and spiritual. His classes have been marked both by intellectual stimulation and by friendliness and understanding. He has the gift of helping young people bring out of themselves talents and interests which they did not know they possessed. He is also able to awaken in others an appreciation of differing points of view. In his day-to-day relations, he lives his inner convictions, and in so doing is secure not only in his own way of life, but also in the affection and esteem of his fellows. As was said of him by a colleague, "Charles Hutton is free to take any stand and be respected for it, by virtue of his own integrity."

Our comfort in losing him is our belief that he is going forward to a larger field of service, in which the members of this Committee are confident that he will make a significant contribution.

The first part of the paper discusses the importance of the school in the community. It is a place where children learn not only academic subjects but also social skills and values. The school is a central institution in many communities, providing a structured environment for learning and growth.

The second part of the paper focuses on the role of the teacher. Teachers are the backbone of the school, responsible for guiding and educating their students. They must be well-prepared and passionate about their work to ensure the best possible outcomes for their students.

The third part of the paper addresses the challenges faced by schools today. With increasing demands on the education system, schools must find ways to adapt and improve. This includes addressing issues such as funding, curriculum, and student behavior.

The final part of the paper offers suggestions for how schools can overcome these challenges. It emphasizes the importance of collaboration between teachers, parents, and the community. By working together, they can create a supportive environment that fosters learning and success for all students.

Minutes of Executive Committee of Board of Trustees

Committee on Building Levels and Plans

A meeting of the Executive Committee of the Board of Trustees of Moses Brown School was held with officers of the Development Campaign on June 28, 1956. There were present: Mr. Benjamin Cook, Mr. William Edwards, Mr. Noel Field, Dr. Thomas Perry, Jr., Mr. Gren Pierrel, Mr. Richard Stine, and Mr. George St. John.

It was agreed that a newspaper announcement should be made whenever pledges to the campaign total \$200,000 and that this announcement could be made in the name of the Executive Committee or of Mr. Edwards and Mr. Cook or in some similar form, as may seem appropriate.

The Executive Committee voted to reaffirm its policy that all securities contributed to the Development Fund should be sold promptly and the proceeds added to the Fund. It was further voted to approve the policy of purchasing short-term Government notes with the cash accumulating in the Fund. It is understood that this is a temporary policy and that when money contributed to the Fund is allocated, part of it, such as the money allocated to pensions, should be invested with regular School funds.

Mr. Cook raised the question as to whether the School Treasurer's office is now adequately staffed to handle the process of sending out bills covering Campaign pledges. It was agreed that Mr. St. John should go into this question carefully with Mr. Jernquist.

The group discussed the possibility of breaking ground in the fall for the proposed Science Wing. It was agreed that a decision on proceeding with plans for such a ground-breaking should be made as early as practicable.

Mr. Stine read a series of recommendations concerning the Campaign. Copies of the recommendations will be circulated to the Board within a few days.

It was moved and voted that the Executive Committee record its special appreciation to Mr. Richard Stine for his able and tireless work on the Development Campaign. Mr. William Edwards will write a letter of appreciation of Mr. Stine's work to Tambllyn and Brown, Inc.

Mr. St. John and Mr. Pierrel are to prepare a memorandum which will be checked by members of the Board and circulated in September to the School Committee and Trustees before the October meeting.

(signed) George St. John, Jr.

George St. John, Jr.

A meeting of the Executive Committee of the Board of Trustees of Moses Brown School was held with officers of the Development Campaign on June 28, 1956. Those present: Mr. Benjamin Cook, Mr. William Edwards, Mr. Joel Ed. Dr. Thomas Ferry, Jr., Mr. Glen Flattley, Mr. Richard Line, and Mr. George St. John.

It was agreed that a newspaper announcement should be made whenever pledges to the campaign total \$200,000 and that this announcement could be made in the name of the Executive Committee or of Mr. Edwards and Mr. Cook or in a similar form, as may seem appropriate.

The Executive Committee voted to reaffirm its policy that all securities contributed to the Development Fund should be sold promptly and the proceeds added to the fund. It was further voted to approve the policy of terminating short-term Government notes with the cash maturing in the fund. It is understood that this is a temporary policy and that when money contributed to the fund is allocated to it, such as the money allocated to pensions, should be invested with regular school funds.

Mr. Cook raised the question as to whether the School Treasurer's office is now adequately staffed to handle the process of sending out bills covering Campaign pledges. It was agreed that Mr. St. John should go into this question carefully with Mr. Jeremiah.

The group discussed the possibility of breaking ground in the fall for the proposed Science Wing. It was agreed that a decision on proceeding with plans for such a ground-breaking should be made as early as practicable.

Mr. Stine read a series of recommendations concerning the Campaign. Copies of the recommendations will be circulated to the Board within a few days.

It was moved and voted that the Executive Committee record its special appreciation to Mr. Richard Stine for his able and tireless work on the Development Campaign. Mr. William Edwards will write a letter of appreciation of Mr. Stine's work to Tamplin and Brown, Inc.

George St. John

(signed) George St. John, Jr.

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

Committee on Tuition Levels and Salaries.

The School Committee-Trustee Subcommittee on Tuition Levels and Faculty Salaries met at the School on July 25, 1956. There were present: Dr. Alex M. Burgess, Jr., Mr. Robert H. Goff, Dr. Barnaby C. Keeney, Mr. Gren O. Pierrel (chairman), Mr. Thomas E. Steere, Jr., Mr. George St. John, Jr.

Dr. Keeney favored a substantial general increase in tuition for all, probably an average increase of about one hundred dollars. He felt it better to make a substantial increase once every three or four years rather than a minor increase every other year. He mentioned the experience of Brown University in raising tuition and said that scholarship holders at Brown had for the most part absorbed the added tuition and had not required larger scholarships. Mr. Goff expressed the general view that faculty salaries at Moses Brown are relatively low and that parents who want strong independent schools for their children will have to shoulder the cost.

Mr. Pierrel cited a study made of Lincoln School two years ago which showed that increases in tuition over ten years had not at all kept pace with increases in school expenses and had not kept pace with general cost of living increases.

The purposes of the proposed tuition increase were discussed. They are: 1) providing money to pay premiums on a faculty-staff pension plan and 2) providing money to support general salary increases.

It was agreed by the group that some increase in tuition is necessary for 1957-58 and that an average increase of a hundred dollars per boy is about right for day students. It was felt that a two hundred dollar increase for boarders would be all right, but that it should be made clear that this is not a discriminatory tuition increase for boarders. It was agreed that the increase should be varied at different levels, to some extent in proportion to the amount charged now in the various grades. There was general feeling that an increase of one hundred twenty-five dollars in the Upper School, making a total of seven hundred fifty dollars, would be satisfactory and that increases in the Lower School should probably range from seventy-five dollars to one hundred dollars.

Mr. St. John and Mr. Pierrel are to prepare a memorandum which will be checked by members of this Committee and circulated in September to the School Committee and Trustees before the October meeting.

George St. John Jr.

George St. John, Jr.

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MOSES BROWN SCHOOL

HEADMASTER'S STUDY

The Executive Committee of the Board of Trustees of Moses Brown School met on September 20, 1956, at the School. There were present: Mr. William Edwards, Chairman, Dr. Thomas Perry, Jr., Mr. Gren O. Pierrel, Mrs. Margaret Sisson, Mr. George St. John, Jr.

The Committee discussed the report on salaries and tuition, prepared by a special Trustee-School Committee sub-committee. It was moved and voted that the Executive Committee approve the recommendations of the sub-committee favoring a tuition increase for 1957-58 averaging approximately \$100 throughout the School. The purpose of the increase is to provide new income of \$20,000 a year for faculty and staff salaries and new income of \$15,000 a year for putting the School pension plan on a pay-as-you-go basis beginning with the school year 1957-58.

Mr. St. John reported that \$207,700 is the amount pledged so far to the Development Fund and that \$116,000 has been paid in cash. Of this sum \$23,000 has been expended for campaign expenses and the surveys which preceded the campaign. Mr. St. John expressed the hope that in the allocation of funds raised the faculty pension plan would have high priority. He hoped that it would be possible to add a major sum to the School pension fund and at the same time to build the proposed Science Wing.

The Committee felt that we should wait until the end of the calendar year and the end of the present active phase of the campaign before making any allocation of funds raised. It was recognized that there would be a psychological boost to the School and its friends in breaking ground for a new building, but it was felt that a ground-breaking ceremony ought to wait until architects' drawings for a Science Wing can be completed and actual bids secured on the cost of the Wing.

It was moved that the Headmaster be authorized to proceed in getting architects' drawings for a Science Wing.

It was moved that the Headmaster be asked to work with the faculty on ways and means of developing maximum use of the library in its present location.

George St. John Jr.
Acting Secretary

The Executive Committee of the Board of Trustees of Moses Brown School met on September 20, 1956, at the School. There were present: Mr. William Edwards, Chairman, Dr. Thomas Perry, Jr., Mr. John O. Pierce, Mrs. Margaret Stason, Mr. George St. John, Jr.

The Committee discussed the report on salaries and tuition, prepared by a special Trustee-School Committee and-sub-committee. It was moved and voted that the Executive Committee approve the recommendations of the sub-committee favoring a tuition increase for 1957-58 averaging approximately \$100 throughout the school. The purpose of the increase is to provide new income of \$20,000 a year for faculty and administrative and new income of \$25,000 a year for building the school pension plan on a pay-as-you-go basis beginning with the school year 1957-58.

Mr. St. John reported that \$207,700 is the amount pledged so far to the Development Fund and that \$110,000 has been paid in cash. Of this sum \$25,000 has been expended for campaign expenses and the surveys which preceded the campaign. Mr. St. John expressed the hope that in the allocation of funds raised the leading generation plan would have high priority. He hoped that it would be possible to add a major sum to the school generation fund and at the same time to build the proposed Science Wing.

The Committee felt that we should wait until the end of the calendar year and the end of the present active phase of the campaign before making any allocation of funds raised. It was recognized that there would be a psychological boost to the School and its friends in breaking ground for a new building, but it was felt that a ground-breaking ceremony ought to wait until architects' drawings for a Science Wing can be completed and actual bids secured on the cost of the Wing.

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It was moved that the Headmaster be asked to work with the faculty on ways and means of developing maximum use of the library in its present location.

George St. John
Acting Secretary

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10/2/56

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MOSES BROWN SCHOOL
PROVIDENCE, R. I.

HEADMASTER'S STUDY

Report to the School Committee and the Trustees of
Moses Brown School

The new school year opened on September 19 under bright skies for 402 Moses Brown boys, just four more than in 1955-56. In many grades in both Upper and Lower Schools there were three or four applicants for every place available - our 89 new boys, chosen after examinations and interviews, are an unusually fine and capable group.

In accordance with our plan of two years' standing we no longer have any Lower School boarders. There are 65 Upper School boarders compared to 64 last year, but our total number of boarders is down by 8 boys. It remains extremely important that we do all we can to make our boarding school life interesting and happy, particularly over the week ends, and that we encourage the enrollment of boarding students in all possible ways.

The Faculty

Seven new men have joined the Upper School faculty, giving us two more men than last year; the added men are needed to ease excessive teaching loads in several instances and to provide more leadership in the House. On the Lower School faculty the only new members are two assistant teachers, and a part-time teacher for the French.

It is a great joy to have Mr. Cate, head of the foreign language department, back in the classroom after two serious operations.

When Charles Hutton took over his responsibilities in the summer as the new headmaster of the Oakwood School, Moses Brown lost a gifted teacher, a wise counselor, and a warm-hearted friend of all of us, younger and older. In their years at Moses Brown, Charles and Suzanne Hutton were always ready to go the second mile and the third. We miss them.

Administrative responsibilities in the Upper School have been shifted. Mr. Everett Raines, long a vigorous and much-respected history teacher, is now giving half his time to teaching and half to new work as Dean; he has charge of permissions and discipline, and will help with other administrative work. Mr. Basil Meserve is teaching two classes and serving as Director of Studies, carrying on his responsibilities as college adviser and general academic adviser. Mr. Theodore Whitford has a new post as Head of the House and he and Mrs. Whitford are living in the former headmaster's apartment. Mr. Whitford will work closely with the resident corridor masters on all aspects of the life of boarding boys.

10/1/56 & 10/2/56

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MOSES BROWN SCHOOL

PROVIDENCE, R. I.

HEADMASTER'S STUDY

The New School Year

The Lincoln and Moses Brown faculties and a number of Trustees and School Committee members met together on September 16 to hear an extraordinarily fine talk on The Special Tasks of a Friends School by Eric Johnson of Germantown Friends School. The Moses Brown faculty on the following two days discussed ways of making "individual attention" more effective in the School and ways of helping boys to develop self-reliance and a sense of responsibility.

We have established a new daily class schedule designed to provide 50-minute instead of 40-minute class periods, to allow mid-week time for student-teacher conferences, and to get the majority of boys on the field for athletics by three o'clock instead of three-thirty. We are experimenting with fast or "honor sections" in a number of subjects.

The officers of the Student Activities Council are eager to take responsibility under a new Student Council Constitution. With such a promising group of leaders, there is every reason to believe we shall have strong morale among boys and growing student participation in responsible planning for many sides of school life.

The Development Program

A great many parents and alumni gave their time enthusiastically to the Development Program last spring and a great many made generous gifts. Pledges from 984 people now total \$208,140, the largest sum the School has ever raised at one time and a little more than half our \$400,000 goal. The campaign officers, Mr. Benjamin Cook, Mr. Noel Feld, and Mr. Roger Freeman, worked with indefatigable energy through the spring and have laid plans to carry on the campaign vigorously to the end of this calendar year, with active solicitation falling in late November and early December. The leadership these three men and other friends of the School have given to the campaign strengthens every one of us on the Moses Brown faculty.

Until the conclusion of the present phase of the fund-raising campaign on December 31, we shall undoubtedly not want to make any final allocation of the money contributed. Some substantial addition to the Pension Fund should, I believe, have a high priority. Our most acute need in physical plant is the proposed Science Wing, and we shall get architects' drawings for this Wing later this fall.

10/1/56 & 10/2/56

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MOSES BROWN SCHOOL
PROVIDENCE, R. I.

HEADMASTER'S STUDY

Alumni

It means a great deal to the faculty that the Alumni Association has taken the initiative in planning an Alumni Homecoming Day on October 20. The Alumni officers are eager to make the Association a valuable organization and we at the School welcome their efforts with thanks and high hopes.

Salaries and Tuition Charges

The accompanying report on salaries and tuition levels presents background facts and recommendations on a matter of obvious importance. The danger of making Moses Brown a rich boys' school has not been forgotten. That danger can be largely offset if part of the income from increased tuition is set aside for partial scholarships. The alternative to substantially increased tuition is freezing salaries at the present level, and this would mean some hardship and inequity for some of our most effective and most devoted teachers.

Finances for 1955-56

For the fiscal year ending June 30, 1956, School income was \$27,000 more than in 1954-55. The gain came largely from a \$25 increase in the tuition charge and partly from an increase of nine in the number of boarders. The main increases in expense were in teaching salaries (up \$6,500), fuel cost (up \$1,300), maintenance wages (up \$1,500), repairs (up \$1,100), and pension payments (up \$4,000). Operating gain was \$2,935 instead of \$1,500 for 1954-55 and the pension fund item was brought within the operating budget. We added \$2,082 to investment and surplus, whereas we subtracted \$3,430 in 1954-55. The operating budget does not include our campaign expenses nor \$2,000 paid in architects' fees.

Postscript

On the opening day of school a boy of fifteen broke his wrist rather badly. He had to have it set under anesthetic in the evening. The next morning, with his left arm in a cast and his mind a bit sleepy with sedatives, he insisted on coming to classes because he "didn't want to get behind." When I said to the boy, "I'm sorry. This is a tough way to start the year," he answered, "Well, I hate to give up football, but I guess I can play tennis with my right arm in a few days!" With boys like this in School, boys who keep their courage when things are tough and keep their eye on the main job, we are going to have a great school year.

George St. John Jr.
Headmaster

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

October 1, 1956

A meeting of the Board of Trustees of Moses Brown School was held in Alumni Hall Monday, October 1, at 7:30 p.m., Mr. Edwards presiding. After the call of the roll, the minutes were approved as circulated.

Executive Committee Reports

Mr. St. John reported that from May 1 to October 1 the Executive Committee had approved the following activities:

- 1) Expenditure of \$2600 for painting outside
" " \$1500 for decorating in dormitory
" " \$1000 for third floor lavatory improvements
- 2) Procurement of a full-time associate campaign director for November and December 1956 from Tamblyn and Brown without additional fee, except office, travel, and personal expense account, to assure intensive final campaign efforts.
- 3) Announcement by newspaper when campaign total reached \$200,000, prompt sale of contributed securities, purchase of short term Government notes therewith, and investment with regular School funds after allocation to definite purposes, after the final campaign; \$207,000 has been pledged to the Development Fund, \$116,000 paid in cash.
- 4) Discussion of Science Wing construction as first step in building, and authorization of architects' drawings.
- 5) The special sub-committee report on salaries and tuition charges.
- 6) Development of maximum use of library in present location.

Upon motion duly made and seconded, it was Voted that the Executive Committee Report be received and placed on file.

Campaign Committee

Mr. Cook reported that as of October 1, 1956, 994 gifts totaling \$208,190 had been made to the Development Fund. Of this amount, 217 were special gifts totaling \$128,433. It was his feeling that represented a good average since there was no one single gift of more than \$6500, but he stressed the fact that ultimate achievement of the campaign goal rests on the procurement of higher level giving from those prospects not yet contributing.

↓
except for a pre-campaign gift of \$20,000;

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

During the summer, Roger Freeman contacted all the alumni groups in outlying areas with good results, and it is the intention of Messrs. Field, Cook, and Freeman to work intensively in November and December after the United Fund Appeal has been concluded.

Mr. Edwards spoke for the Board in expressing deep appreciation to Mr. Cook, Mr. Field, Mr. Freeman and their colleagues for the effort they have put into the campaign.

Alumni Association

Mr. Freeman stated that his experience during campaign time was one of shock at the attitude of local alumni of Moses Brown School. To change this attitude of complacency and lack of enthusiasm he proposes the revitalization of the Alumni Association and the close cooperation of that body with the needs and desires of the School. As a first step in improving its organization the Alumni Association is considering the use of class agents to build interest in the School. For the second year a Homecoming Day for Alumni will be held on October 20 to heighten alumni interest in and knowledge of the School.

Board discussion of ways and means of enlisting support in this area pointed out that on the Board of Trustees there are eleven alumni represented, six of whom are not also Friends. It was also remarked that parents are often more enthusiastic workers than alumni and that alumni stand in need of cultivation. Such methods as Alumni Advisory Councils, or Visiting Committees where Alumni are brought to hear faculty talk in and out of class and to organize themselves in their fund raising were suggested. It was stressed that Annual Giving incites interest as well as income and leads to service giving and to bequests.

Mr. Freeman plans to take these suggestions to the next meeting of the Alumni Association at which Mr. Sherrard, one of the alumni cited at the convocation, will speak.

Headmaster's Report

Mr. St. John made comments additional to the report circulated in advance of the meeting.

- 1) He is cheered that \$200,000 of the campaign goal has been obtained. Money in the bank puts the School in a far better position in regard to the 1946 pension plan which the School regards as a first obligation.

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

- 2) A new schedule in the Upper School has been instituted which allows fifty minutes a period instead of forty, and the experimenting with honors sections.
- 3) The Student Council is a thoroughly cooperative group, ready to accept responsibility. Efforts are being made to start a printed school newspaper as an important educational tool to raise the level of student thought. This would continue and develop the Moses Brown News which has been edited by boys and mimeographed during the last four years.
- 4) Of the seven new Upper School teachers, five are in the House. Three are young and with little teaching experience. One is helping the students with the newspaper and extra curricular affairs and therefore carrying three instead of four classes; it is hoped that he can do special work in the reading area.
- 5) The subject of smoking in the rooms by faculty and smoking in a specified place by the boys is up for discussion by the faculty. Mr. St. John wanted the feeling of the Board and the School Committee as to whether decisions reached by this group would be acceptable to them since it has been a tradition in Quaker schools that there be no smoking. Although personally reluctant to institute smoking, Mr. St. John feels that the situation would be more honest if it were allowed and controlled instead of forbidden and disobeyed. After considerable Board discussion which stressed the difficulty of hiring faculty members if they could not smoke and act as they wished in their own rooms, and of the desirability of having a realistic policy for the students, it was felt wise to leave final decisions in this area to Mr. St. John and the Faculty Committee.
- 6) Faculty salaries have, unfortunately, not been increased except for persons accepting additional responsibilities. Salaries for new personnel are up slightly.
- 7) The question of having a Faculty Representative on the Board of Trustees was discussed and tabled but with the thought that faculty representation at the coffee hour before Trustee Meetings would be desirable.

MOSES BROWN SCHOOL

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- 8) The question was raised by the Trustees as to the division of responsibility between School Committee and Trustees. The School Committee is charged with major policy matters, the Board with the day to day running of the School. In practice the Board, meeting before the School Committee, thrashes out policy matters first, and their decisions are usually honored by the School Committee. Although the ultimate authority, the School Committee members have used great restraint in exercising their power.

Report on Salaries and Tuition at Moses Brown School

Mr. Pierrel pointed out, as in the written report, that salaries at Moses Brown are very low, the pension plan calls for additional expenditures, tuitions are low compared to other schools of our type, and that essentially private education is a luxury which has to be paid for in terms of cost. Operating costs at Moses Brown School have risen 100% the last 15 years, but tuition charges have gone up only 60%. All independent schools are faced with tuition rises.

Mr. St. John said that the increases in tuition did not contemplate more income from students on scholarship, and that continued scholarships would be allowed for.

Upon motion duly made and seconded, it was unanimously Voted that the report be approved.

Upon motion duly made and seconded, it was Voted that the School Committee be informed that the Board has approved of this report.

Council for Independent School Aid

Mr. St. John asked permission of the Board to have Moses Brown cooperate with this new group of which John Kemper of Andover is the Chairman. Its function is to advise and help independent schools in fund raising; it is organized under the aegis of the National Council of Independent Schools.

The Headmaster was given permission to submit the names of our Board of Trustees, as requested, to the Council for Independent School Aid.

The meeting was adjourned.

(Mrs. Edwin F. Sherman, Jr.)

Secretary

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL

The Committee on Moses Brown School and Lincoln School met Third Day, Tenth Month, Second, 1956, at ten o'clock in the morning at Lincoln School. Those present were Frederick P. Austin, Jr., Moses Bailey, T. Dwight Boole, Charles F. Brown, Edith L. Buffum, Alexander M. Burgess, Jr., Ruth C. Burgess, Martha P. Sherman (for William H. Edwards), Henry C. Foster, Daisy N. Newman, Phebe F. Perry, Thomas Perry, Jr., Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Virginia Townsend, Charles H. White, Marion S. Cole, and George C. St. John, Jr.

With the calling of the roll it was announced that William Webster had resigned from the Committee. The recording clerk was asked to write him expressing appreciation of his services to the schools as a member of the Committee and an active participant in some of its subcommittee concerns. The clerk welcomed Alexander M. Burgess, Jr. and Frederick P. Austin as new members and Martha P. Sherman, who represented William H. Edwards, President of the Board of Trustees of Moses Brown School.

George C. St. John, Jr. supplemented his written report with comments on the fine caliber of the student body and mentioned some of the visitors who would be enriching the school program in the coming weeks. He spoke with regret of the death of Elsie E. Chappell, a beloved Lower School teacher, who retired recently after serving Moses Brown School thirty-two years.

The problems arising from the smoking rules were laid before us again. The Faculty is giving further consideration to them and it is possible that they will recommend limited smoking privileges for some upperclass students on a trial basis. If they should, what would be our action? To help us in our deliberations the Clerk read from "Faith and Practice of New England Yearly Meeting of Friends" the paragraph on tobacco. "Some Friends regard the use of tobacco as objectionable, though less so than the indulgence in intoxicants. It also can prove a wasteful habit hard to overcome and it is sometimes practiced with little regard for one's health or for the comfort of others." The sense of the meeting seemed to be that we do not wish to encourage any Moses Brown students to smoke but that we would consider a proposal for a modification of the existing rule to one the Faculty thought to be more satisfactory. We ask that in formulating it Faculty and students keep in mind the passage from "Faith and Practice."

C - 10/2/56-M2

Should the Faculty request our consideration of a new smoking rule or rules before our next meeting it was thought that our Executive Committee could act for us provided an outline of the proposed change was circulated to all members of the School Committee two weeks prior to the Executive Committee's meeting for action upon it.

It was reported that the Moses Brown Campaign had raised \$207,000 to date and there would be renewed fund-raising activities in late November and December. The Science Building seems now to be assured and drawings for it are under way.

George St. John, Jr. reported that we may expect definite pension proposals for the Moses Brown School staff at our February meeting.

Gren O. Pierrel reported for the subcommittee appointed to study salaries and tuition. The committee's mimeographed report which he presented was adopted with one modification, the raising of the pre-primary tuition from \$275 to \$300 rather than to \$350.

In supplementing her Lincoln School written report Marion S. Cole spoke of the Honor Sections for abler students with good basic fundamental knowledge. She reported with regret the resignation of Edwin H. Arnold from the active chairmanship of the Lincoln School 75th Anniversary Development Program due to his appointment as Deputy Director for Technical Services of the International Cooperation Administration, which will mean Washington, D. C. residency. He has been named Honorary Chairman and Frederick P. Austin, Jr. has been named Active Chairman. The faith he has demonstrated in Lincoln School and the optimism he has shown as an active member of the Executive Committee of the Development Program lead us to feel most fortunate in having his leadership in this important undertaking. Miss Cole spoke of the appointment of a study committee with Gren O. Pierrel as chairman to keep exploring and evaluating the needs of Lincoln School and to guide the remaining phases of the Development Program.

In connection with the Pension plans for Lincoln School this seemed an opportune time to transfer funds to the Teachers Insurance and Annuity Association to fund past service benefits. The following minute was approved and forwarded to Harold Jernquist, Secretary of the Board of Managers. The School Committee requests that from the Lincoln School Pension funds now in the hands of the Board of Managers of Investments and Permanent Funds of the New England Yearly Meeting of Friends a sum sufficient to fund past service costs as calculated by the Teachers Insurance and Annuity Association be made available to the treasurer of Lincoln School to pay the Teachers Insurance and Annuity Association looking to the establishment

of the new Lincoln School pension plan. The Committee also asks that the rest and residue of the Lincoln School Pension Fund in the hands of the Board of Managers of Investments and Permanent Funds be made available to the Executive Committee of the Board of Trustees of Lincoln School as the need arises for pensioning those remaining under the old Lincoln School pension plan.

The committee on Friends Education will report at a future meeting.

The nominating committee submitted the following report which was approved.

"Clerk: Thomas Perry, Jr.

Recording Clerk - Virginia Townsend

Executive Committee - Thomas Perry, Jr.

George I. Bliss, Russell D. Brooks, Henry C. Foster, Alexander C. Purdy, Margaret G. Sisson, Charles H. White, Lyra T. Wolkins, Walter H. Wood, Andrew R. Towl. (Vacancy left by death of Frances E. Wheeler)

Lincoln School Trustees: Moses Bailey, George I. Bliss, Charles F. Brown, Edith L. Buffum, Ruth C. Burgess, Karl Erickson, Mary Hoxie Jones, Daisy N. Newman, Phebe F. Perry, Thomas Perry, Jr., Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Donald B. Snyder, Virginia Townsend, Charles H. White, Lyra T. Wolkins, Willard H. Ware, Walter H. Wood, and Winifred Barrett.

Moses Brown Trustees: Moses Bailey, Charles F. Brown, Edith L. Buffum, Henry C. Foster, Thomas Perry, Jr., Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Andrew R. Towl, Virginia Townsend, Charles H. White, Walter H. Wood, and Alexander M. Burgess, Jr.

Scholarship Committee: Edith L. Buffum, Marion S. Cole, George St. John, Jr., Virginia Townsend, and Daisy Newman."

George I. Bliss
Charles F. Brown
Phebe F. Perry
Lyra T. Wolkins
Ruth C. Burgess, Chr.

The committee considering possible ways of lightening Clerk Thomas Perry, Jr.'s load hoped that Alexander Burgess would be able to represent him at committee meetings from time to time.

There was some discussion of the current function of the Executive Committee of the School Committee. With the activation of the Moses Brown Board of Trustees there has been less need for it to meet, but it was thought well to continue it in order that there might be machinery for action when necessary between meetings of the whole Committee.

The first part of the paper is devoted to a general discussion of the problem of the origin of life. It is shown that the problem is one of the most important and most difficult in the history of science. The author discusses the various theories of the origin of life, and shows that the most plausible is the theory of spontaneous generation.

The second part of the paper is devoted to a discussion of the problem of the evolution of life. It is shown that the problem is one of the most important and most difficult in the history of science.

The third part of the paper is devoted to a discussion of the problem of the development of life. It is shown that the problem is one of the most important and most difficult in the history of science.

The fourth part of the paper is devoted to a discussion of the problem of the extinction of life. It is shown that the problem is one of the most important and most difficult in the history of science.

The fifth part of the paper is devoted to a discussion of the problem of the future of life. It is shown that the problem is one of the most important and most difficult in the history of science.

The sixth part of the paper is devoted to a discussion of the problem of the origin of man. It is shown that the problem is one of the most important and most difficult in the history of science.

The seventh part of the paper is devoted to a discussion of the problem of the evolution of man. It is shown that the problem is one of the most important and most difficult in the history of science.

The eighth part of the paper is devoted to a discussion of the problem of the development of man. It is shown that the problem is one of the most important and most difficult in the history of science.

The ninth part of the paper is devoted to a discussion of the problem of the extinction of man. It is shown that the problem is one of the most important and most difficult in the history of science.

The tenth part of the paper is devoted to a discussion of the problem of the future of man. It is shown that the problem is one of the most important and most difficult in the history of science.

The eleventh part of the paper is devoted to a discussion of the problem of the origin of the universe. It is shown that the problem is one of the most important and most difficult in the history of science.

The twelfth part of the paper is devoted to a discussion of the problem of the evolution of the universe. It is shown that the problem is one of the most important and most difficult in the history of science.

The thirteenth part of the paper is devoted to a discussion of the problem of the development of the universe. It is shown that the problem is one of the most important and most difficult in the history of science.

The fourteenth part of the paper is devoted to a discussion of the problem of the extinction of the universe. It is shown that the problem is one of the most important and most difficult in the history of science.

C - 10/2/56-M4

It was suggested that it would be informative to have minutes of the meetings of the Boards of Trustees and the Executive Committee of these Boards of the two Schools made available to all School Committee members.

The meeting adjourned at 12:30. Those who could stayed for a pleasant luncheon as guests of Lincoln School and enjoyed having Nancy St. John join us for this.

Virginia Townsend
Recording Clerk

Continued on next page

Executive Committee of the Yearly Meeting School Committee

Summary of a discussion on November 20, 1956.

Andrew Towl suggested that the School Committee take a

The Executive Committee of the Yearly Meeting School Committee met on November 20, 1956, at Moses Brown School. There were present: Russell Brooks, Thomas Perry, Jr., Margaret Sisson, Andrew Towl, Charles White, and George St. John, Jr. Henry Foster regretted his inability to come and sent word that he hoped any change in school regulations regarding smoking would not be an entering wedge for a further relaxation of rules on this matter. He felt that he could approve some regulation which could then stand without change for considerable time. Lyra Wolkins wrote to express her willingness to approve smoking in a smoking room provided the School could not secure support for the absolute "no smoking" rule. She prefers to retain the rule in its present form if it could be made to work. In a letter to the Clerk Walter Wood expressed his opposition to the proposed change in the smoking regulations. Winnifred Barrett was opposed to the detailed nature of the proposed regulations and expressed the thought that our chief concern should be with developing inner standards among boys. She felt it would be wise to allow boys to smoke in a particular room, leaving it largely to their discretion, under guidance from the School, to control the time and place and frequency of smoking.

All members expressed the opinion that strict enforce-

Thomas Perry and George St. John reviewed the reasons for considering a possible change in some part of the School's regulations concerning smoking by boys. The School rules against smoking have been violated chronically by some boys for a good many years, and violations in recent years have become more general and more difficult to control. Mr. St. John reaffirmed the School's smoking rules a year ago in a letter to parents and in statements to the boys. This special effort was only partly successful. Mr. St. John has come to feel that the existing rule has wrong effects on the older boarding boys, that they do not adhere to the rule and are getting a habit of being "outside the law." Check-up is impossible at times when the older boys go to the movies or to soda fountains off campus.

It was agreed that

Russell Brooks felt it important to state clearly the reasons behind any rules in order to gain for them the maximum support. He believed it would be realistic to make some change in the School's present rules and believed the change could rightly be made on the grounds of fairness to House boys in comparison with day boys. Day boys are free to smoke on leaving the campus at 4:30 each day.

It was agreed that the change should be made on an experimental basis, with the understanding that freedom for any boys to smoke should be rescinded if the experiment failed to bring good cooperation from boys in the whole matter.

Margaret Sisson urged that any change in smoking rules should be made on an experimental basis, with the understanding that freedom for any boys to smoke should be rescinded if the experiment failed to bring good cooperation from boys in the whole matter.

George St. John, Jr.

Summary of a discussion on November 20, 1956.

and place and frequency of smoking.

whole matter.

Summary of discussion (cont.)

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Proposals on Smoking Regulations at Moses Brown School

Andrew Towl suggested that the School Committee make a statement that we believe smoking at school is in general not for the best good of boys, but that in view of differing family standards and in view of the fact that some senior boys smoke regularly at home, we favor allowing senior boys to smoke at designated times and places - for example in a particular room in the School at set hours and off the campus at set hours. He urged that the School try to avoid any atmosphere which encourages boys to smoke (he hoped that smoking would not be regarded as a special privilege to be exercised by seniors) and that the School should try to develop a situation in which there would be a minimum of smoking. all boys

Charles White expressed reluctance to see a change in the long-standing Moses Brown rule prohibiting smoking altogether for boarding students. He was ready to consider any change that the faculty felt would be beneficial.

Thomas Perry favored a change in the rules to give permission to senior boys to smoke off the campus and also in a smoking room on the campus at stipulated hours.

Several members expressed the opinion that strict enforcement of a no-smoking rule is extremely difficult in a city location where older boys are free to be off the campus for part of each afternoon and for Saturday evening and Sunday afternoon. They felt also that it is difficult to expect boarding boys to abstain from smoking at times and places where day boys, their own classmates, are free to smoke.

The Executive Committee was reminded that last October the Trustees had been interested in discussing smoking regulations and had agreed to leave the matter to the School Committee for discussion and recommendation. It was felt that the Executive Committee should be ready to make a decision for definite recommendation by the time of the February meeting of the School Committee and it was agreed that the Executive Committee should meet again in January to take up the matter again. George St. John was asked to present further suggestions to the Executive Committee, based on the Committee's discussion and on his consultation with a faculty committee.

Several members suggested that the proposed penalties of a week's suspension for the first offense and dismissal for a second offense seem out of proportion with the importance of smoking. They suggested that the type of penalty might be reconsidered.

George St. John, Jr.

George St. John Jr.

Andrew Towle mentioned that the School Committee was a statement that we believe we should be in the school and for the good of boys, but that in view of the fact that some senior boys smoke cigarettes and in view of the fact that some senior boys smoke cigarettes in the school, we favor allowing senior boys to smoke in designated times and places - for example in a particular room in the school at set times and off the campus of our school. We urged that the school try to avoid any situation where senior boys are smoking in the school (the school should not be regarded as a smoking place) and that the school should try to develop a situation in which there would be a minimum of smoking.

Thomas White expressed reluctance to see a change in the long-standing policy of not allowing smoking in the school. The smoking room would be beneficial.

Thomas White favored a change in the rules to give permission to senior boys to smoke off the campus and also in a smoking room on the campus at designated times.

Several members expressed the feeling that the school should have a no-smoking rule in the school building. It was felt that if the school had a no-smoking rule, it would be difficult to enforce. It was also felt that it is difficult to expect boarding boys to abstain from smoking at times and places where they may, while in the school, are free to smoke.

The Executive Committee was requested that they should be interested in discussing smoking regulations and had agreed to leave the matter to the School Committee for discussion and recommendation. It was felt that the Executive Committee should be ready to make a decision on the matter by the time of the February meeting of the School Committee and it was agreed that the Executive Committee should meet again in January to take up the matter again. George St. John was asked to present further suggestions to the Executive Committee, based on the Committee's discussion and on the suggestions with a feeling of urgency.

Several members suggested that the proposed regulation of a week's suspension for the first offense and dismissal for a second offense was out of proportion with the importance of smoking. They suggested that the type of penalty should be considered. It was agreed that the School Committee should be asked to consider the matter again in January to take up the matter again. George St. John, Jr.

George St. John, Jr.

Executive Committee of the Moses Brown School Committee
Meeting of January 15, 1957

Proposals on Smoking Regulations at Moses Brown School
The committee met at Moses Brown School on January 15, 1957.
There were present: Russell Weeks, Thomas Ferry, Jr.,
Margaret Isaac, Charles White, and George St. John, Jr.

1. No change in smoking regulations for day boys. From here
During the school day, 8:20 to 4:30, smoking is not allowed
on the campus, and boys are not allowed to leave the campus.
Day boys are free to smoke at home or on their way to and
from school. It be for a trial period. The Committee dis-
missed Mr. Perkins' suggestion on three matters of prin-
ciple.
2. For boarding boys: in the revised proposals dated November 30.
Continue the no-smoking regulation for boys in the first
four Forms - that is, for all boys who are not yet seniors.
Senior boys who have the agreement of their parents are to
have permission to smoke in a designated room in the School
after 4:30 p.m. each day.
Senior boys are to have permission to smoke off the campus
at such times as they are regularly allowed to be off the
campus - 4:30 p.m. to 6:00 p.m. each day and parts of the
week end.
3. Boys who are competing in Varsity athletics (a majority of
seniors) will be expected to refrain from smoking at all
times just as in the past. The School will not deny
the privileges. The Committee felt it would not be necessary
to extend any new privileges to members of the team.
The medical facts concerning certain and probable physical
effects of smoking will be presented to all boys.

It was felt that the School ought to make a definite
place in its educational program for presenting medical facts
concerning the physical effects of smoking and that there
November 30, 1956 place for discussion of the social problems

should not be so severe that it would be unused and
in a special category, apart from other viola-
school rules or right standards. It was suggested
that the smoking should be treated as a
quar case and that only a boy who makes himself an
under several times should be penalized with suspension
dismissal.

They then discussed the revised proposals. The proposals
command general agreement they will be presented to the
School Committee, with a recommendation for adoption on Feb-
ruary 5.

George St. John, Jr.

George St. John, Jr.

PROPOSALS ON SMOKING REGULATIONS AT WASH. STATE SCHOOL

1. No changes in smoking regulations for boys.
During the school day, 8:20 to 4:30, smoking is not allowed in the campus, and boys are not allowed to leave the campus. Boys are free to smoke at home or in the school.

2. For having boys:
Conditions for no-smoking regulation for boys in the first four years - that is, for all boys who are not yet seniors.

Seniors who have the agreement of their parents are to have permission to smoke in a designated room in the school after 4:30 p.m. each day.

Senior boys are to have permission to smoke at the school at such times as they may be allowed to do so on the campus - 4:30 p.m. to 6:00 p.m. each day and parts of the week end.

3. Boys who are permitted to smoke in the school are to be expected to refrain from smoking at all times except in the past.

The medical facts concerning certain and probable physical effects of smoking will be presented in all cases.

November 30, 1956

George H. H. H.

Executive Committee of the Yearly Meeting School Committee
Meeting of January 15, 1957

The Executive Committee of the Yearly Meeting School Committee met at Moses Brown School on January 15, 1957. There were present: Russell Brooks, Thomas Perry, Jr., Margaret Sisson, Charles White, and George St. John, Jr.

Thomas Perry read a letter of January 13 from Lyra Wolkins in which she expressed personal reluctance to see any change in the School's rules on smoking and suggested that if the School Committee felt the change needed, she hoped it might be for a trial period. The Committee discussed Lyra Wolkins' suggestion on three matters of principles and wording in the revised proposals dated November 30.

George St. John reported that George Eliss shares the reluctance of many of us to grant smoking privileges, but that he recognized the problem in the Day boy and House boy relationship and accepted the need of correcting a "double standard" which boys do not support. He wondered whether any smoking privilege should be accorded to juniors as well as to seniors.

The following points of view seemed to command general assent in the Committee. Without announcing new regulations as something temporary, we should make it clear to the boys that they have a responsibility to make any new regulations work well, and that if new regulations, granting certain privileges, do not work well, then the School will take away the privileges. The Committee felt it would not be necessary to extend any new privileges to members of the junior class, that any such privileges should be confined to seniors who are close to eighteen years old.

It was felt that the School ought to make a definite place in its educational program for presenting medical facts concerning the physical effects of smoking and that there should also be a place for discussion of the social problems involved.

Members of the Committee felt that the penalty for smoking should not be so severe that it would be unused and that the penalty should also not be so extreme that it would put smoking in a special category, apart from other violations of school rules or right standards. It was suggested that the penalty for smoking should be tempered to the individual case and that only a boy who makes himself an offender several times should be penalized with suspension or dismissal.

Members of the Committee are asked to express to Thomas Perry their views on the revised proposals. If the proposals command general agreement they will be presented to the School Committee, with a recommendation for adoption on February 5.

George St. John, Jr.

George St. John, Jr.

The Executive Committee of the Yearly Meeting School Committee met at Moses Brown School on January 15, 1957. There were present: Wessley Brown, Thomas Perry, Jr., Margaret Stason, Charles White, and George St. John, Jr.

Thomas Perry read a letter of January 13 from Lynn ... in which the ... rules on smoking and suggested ... the School Committee felt the change needed, and ... suggestion on three matters of prin- ... and wording in the revised proposals dated November 30.

George St. John reported that George Bliss shares the reluctance of many of us to grant smoking privileges, but that he recognized the problem in the Day boy and House boy relationship and accepted the need of correcting a "double standard" which boys do not support. He wondered whether any smoking privilege should be accorded to Juniors as well as to seniors.

The following points of view seemed to command general assent in the Committee. Without announcing new regulations as something temporary, we should make it clear to the boys that they have a responsibility to care for their own ... and that if new regulations, granting certain privileges, do not work well, they will be ... The Committee felt it would not be necessary to extend any privilege to members of the Junior class, that any such privilege should be confined to members who are close to eighteen years old.

It was felt that the School ought to make a definite place in its educational program for presenting medical facts concerning the physical effects of smoking and that there should also be a place for discussion of the social problems involved.

Members of the Committee felt that the penalty for smoking should not be so severe that it would be unused and that the penalty should also not be so extreme that it would put smoking in a special category, apart from other viola- tions of school rules or other standards. It was suggested that the penalty for smoking should be lowered to the in- dividual case and that only a few cases should be ... or dismissal.

Members of the Committee are asked to ... Perry their views on the revised proposals. If the proposals command general agreement they will be presented to the School Committee, with a recommendation for adoption on Jan- uary 5.

George St. John, Jr.

George St. John, Jr.

Proposals for Revision of the Moses Brown Fellowship Plan

Proposals on Smoking Regulations at Moses Brown School

1. No change in smoking regulations for day boys.
gradually the arrangement for faculty-staff persons described in
the plan. During the school day, 8:20 - 4:30, smoking is not
allowed on the campus and boys are not allowed to
leave the campus.

2. For boarding boys:
program.
The present No-Smoking regulation is to be continued
for boys in the first four Forms - that is, for all
boys who are not yet seniors.

3. Senior boys who have the approval of their parents
for smoking may smoke under the following conditions:

- 1) They may smoke in a designated room in
the School after 4:30 p.m. each day;
- 2) They may smoke off the campus at such
times as they are regularly allowed to be
off the campus - 4:30-6:00 p.m. each day
and parts of the weekend.

4. Boys who are competing in Varsity athletics (ordinarily
a definite majority of seniors) are to refrain from
smoking at all times just as in the past.

.....

A boy who violates these smoking regulations will be
treated as he would for other breaches of discipline, within
the framework of the School's ordinary disciplinary system.
Loss of certain privileges, plus Saturday morning detention,
would be a normal punishment for a first offense. The more
drastic penalties of suspension for a week or dismissal from
the School would be used for persistent offenders against
smoking regulations as they would be for persistent offenders
against any other school regulations or right standards.

The School will see to it that time is provided in the
educational program for presentation of medical facts on
possible physical effects of smoking and for discussion of
the general social problem of smoking.

for them annuity insurance policies, in accordance with decisions
of the Trustees to be made in the future.

George St. John
G. St. J.

January 16, 1957

5. Before September 30, 1957 the School will present a plan
simply covering the agreed upon plan for the
Faculty and staff who at the end of the school
year 1956-57 will have thirty-two years of service at Moses Brown.
The Trustees expect to use for this purpose \$100,000 contributed
to the Moses Brown Development Fund.

Proposals on Smoking Regulations at Moses Brown School

1. No change in smoking regulations for day boys.

During the school day, 8:20 - 4:30, smoking is not allowed on the campus and boys are not allowed to leave the campus.

2. For boarding boys:

The present No-Smoking regulation is to be continued for boys in the first four Forms - that is, for all boys who are not yet seniors.

Senior boys who have the approval of their parents for smoking may smoke under the following conditions:

1) They may smoke in a designated room in the School after 4:30 p.m. each day;

2) They may smoke off the campus at such times as they are regularly allowed to be off the campus - 4:30-6:00 p.m. each day and parts of the weekend.

3. Boys who are competing in Varsity athletics (ordinarily a definite majority of seniors) are to refrain from smoking at all times just as in the past.

.....

A boy who violates these smoking regulations will be treated as he would for other breaches of discipline, within the framework of the School's ordinary disciplinary system. Loss of certain privileges, plus Saturday morning detention, would be a normal punishment for a first offense. The more drastic penalties of suspension for a week or dismissal from the School would be used for persistent offenders against smoking regulations as they would be for persistent offenders against any other school regulations or right standards.

The School will see to it that time is provided in the educational program for presentation of related facts on possible physical effects of smoking and for discussion of the general social problem of smoking.

George A. St. J.
G. St. J.

January 16, 1957

Proposals for Revision of the Moses Brown Pension Plan

January 17, 1957

1. It is the purpose of the School to extend and improve gradually the arrangement for faculty-staff pensions described in the statement of May 1946 on the Moses Brown Pension Program. In modifying some of the 1946 arrangements, and in adding to those arrangements, the Trustees will provide total benefits for individual faculty and staff members, and for the group as a whole, equal to those of the 1946 program or greater than those of the 1946 program.

2. The 1946 Pension Statement shall not apply to anyone whose employment by Moses Brown begins after January 1, 1957.

Alternate

3. Beginning in September 1957 eligible members of the faculty and staff (at least age thirty and at least in the third year of service) will participate in a mutual contributory pension plan under which the School will contribute five percent of salary monthly and the individual will contribute five percent of salary monthly. These premiums will be used to purchase T.I.A.A. annuity policies for current service. The individual will own the policy covering current service. Death benefits will be available and premiums accumulate (death benefits equal total accumulated premium payments - payments by the individual and by the School - plus interest). (The provisions of this paragraph shall not apply to one member of the faculty who has his sixty-fourth birthday in January, 1957 and who will retire under the School Retirement Plan in June, 1958.)

The School will raise salaries by 6% to cover the individual share of the premium plus something toward possible tax on added salary; therefore no salary change in terms of the take-home pay.

The individual will be free to decide whether to put his entire premium into the purchase of fixed T.I.A.A. annuities or to put one half into fixed T.I.A.A. annuities and one half into annuity units in the College Retirement Equity Fund.

4. The principles of the 1946 Pension Statement shall be modified with respect to "past service" benefits for those now in active service as follows. The School will pay past service benefits upon retirement at the rate of 1956-57 salary multiplied by years of service to those who at retirement have served twenty years or more at Moses Brown. The School will pay retirement annuities representing past service up to 1957 either directly to the individual, year by year, or indirectly through purchasing for them annuity insurance policies, in accordance with decisions of the Trustees to be made in the future.

5. Before September 30, 1957 the School will purchase T.I.A.A. annuity policies covering the accrued "past service" benefits for six members of the faculty and staff who at the end of the school year 1956-57 will have thirty-two years of service at Moses Brown. The Trustees expect to use for this purpose \$100,000 contributed to the Moses Brown Development Fund.

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Proposals for Revision of Moses Brown Pension Plan - 2

a) Each policy shall be taken out in the name of the individual concerned, but the actual policy will be held by the School until the date of the individual's retirement at age sixty-five. In case of the death of any individual before age sixty-five (or before actual retirement if an individual retires between sixty and sixty-five) the death benefits shall be paid to the School.

problems, and suggestions.

If an individual should leave the employment of the School for any reason before regular retirement as provided in the retirement plan of 1946, he will retain his right in the policy representing past service benefits, and that policy will be delivered to him at age sixty-five (or at some date between age sixty and sixty-five if he is retired from all regular employment).

Alternate: Addition to Pension Fund by Science Wing publicized

b) The T.I.A.A. policy covering "past service" benefits will be delivered to the individual holder as soon as it is purchased. The holder will then have all rights in this policy exactly as if the policy had been built up through his own and the School's contributions over a period of years. The individual will retain the policy if for any reason he leaves the School before retirement. The individual can name a beneficiary to receive death benefits in case the policy holder dies before payment of retirement annuities begins.

Probable cost of a wing for two sci- 75,000
(plus renovating old laboratory)

6. The Trustees recognize that after the use of the \$100,000 for purchase of T.I.A.A. policies for the six faculty and staff members with the longest service, there will still remain a School obligation for past service benefits amounting to nearly \$200,000 if the policies were purchased immediately and amounting to approximately \$225,000 if purchase of the policies were postponed until the individuals concerned reach age sixty-five. The Trustees will take action to raise a further capital sum to amortize the School's past service benefit obligations to all teachers as rapidly as possible and in any case to purchase a past service benefit policy for each individual by the time of retirement.

7. Those individuals who have already retired and the one oldest member of the faculty now in active service will be paid their annuities under the 1946 plan. The School is free to use the present Pension Fund of approximately \$120,000, both interest and principal, for this purpose, and the School will expect to continue for several years the annual \$6,000 contribution from current budget towards pensions for this group.

5. Prepare for capital fund drive in 1948 with Intermediate School Building as objective. Few days and valuated track might be objectives if proposals were made solving the goal at a much higher level. Whatever the goal, we should work on it as a major objective which would be a springboard for a 1948 campaign.

.....

5. Prepare for capital fund drive in 1960 with intermediate school building as objective. New gym and relocated track might be objectives if prospects warrant setting the goal at a much higher level. Whatever the goal, we should work on major advance gifts which would be a springboard for a 1960 campaign.

4. Plan annual giving campaign for 1957, 1958 and 1959. The objectives might be: current scholarship funds, further help to the pension fund, all-weather tennis courts, or a start toward a fund for the intermediate school building. Probably mainly an annual drive, but open to all.

3. Allocate \$75,000 - \$90,000 for a science wing and authorize preparation of blueprints and negotiation for bids.

2. Allocate \$100,000 to pensions. (This helps greatly, but leaves \$200,000 more in obligations for "past services", obligations which can be met over the next five or fifteen years.

1. Pay campaign expenses and survey expenses \$31,750

Proposals

Probable cost of a wing for two sciences \$75,000
 Total cost of building (\$1,000 sq. ft.) and equipment \$90,000

Note: Most recent estimates for a Science Wing including laboratories for three sciences (the ideal plan)

1. Addition to Pension Fund \$100,000
 2. Science Wing \$50,000
 3. Intermediate School Building \$25,000
 4. Library relocation \$25,000

Stated Campaign Objectives:

Cash payments in hand on above pledges \$133,000
 Development fund pledges to Jan. 17, 1957 \$258,000

In preparation for the Executive Committee meeting of Monday, January 21, at 4:00 p.m., let us present certain facts, problems, and suggestions.

To the Executive Committee of the Trustees, January 16, 1957

MOSES BROWN SCHOOL
Executive Committee of the Trustees 1/18/57

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To the School Committee and Board of Trustees of Moses Brown School
Numbers and Available Space

Applications in 1957 as in 1956 run four times as high as the probable places available. New Intermediate School Building would be in part an income-producing unit - it would allow us to take 50 more boys in the School, if we made other adjustments. If half were House boys, we should increase our gross income by \$60,000, or 20%.

The dining room bottleneck could be relaxed if we served cafeteria style instead of family style, but this would be a rather serious social and educational loss in my opinion. The dining room bottleneck could be relieved if some Lower School boys who bring cold lunches ate outside the dining room (as at Lincoln) and our First Form boys ate with the Lower School at 12:00. Naturally be charged to building costs.

The Gym is crowded now in shower and locker space, more than crowded in floor space. If we had 50 more boys, we could get by in fall and spring, although crowded in showers. With 50 more boys in the Upper School, we might have to reduce some parts of the winter program until new gym space could be provided. now to the Faculty Pension Program. The Pension Committee will make specific recommendations for the use of this sum.

George St. John, Jr.

5. That the Trustees authorize the Building Committee to proceed immediately with plans for a 3-story building, costing probably \$75,000 to \$90,000 (including land and fees). The Building Committee would be asked to keep construction economical and try to save some money which could be used as the beginning of a fund for an Intermediate School Building.

6. That the Trustees join the Alumni Association in planning and carrying out "annual giving" program for the next three or four years.

7. That the Trustees plan a Capital Fund Drive for 1958 or a later year, with the Intermediate School Building as its main objective.

8. That a Trustee Planning Committee be appointed to consider stimulating needs of the School and the best ways of moving ahead to meet the needs. Among the needs are improved athletic facilities and a further \$200,000, required in the next ten or twelve years, to meet pension obligations.

William H. Edwards, Chairman
Benjamin L. Cook, Jr.
E. John Lowmes, Jr.
Thomas Perry, Jr.

Irvin H. Pierrel
Margaret G. Sisson
Frederick H. Tamm
George St. John, Jr.

1/18/57

Executive Committee of the Trustees

Numbers and Available Space

Applications in 1957 as in 1956 and 1957 are high as the probable places available. For immediate school building would be in part an income-producing unit - it would allow us to take 50 more boys in the school, if we made minor adjustments. If half were house boys, we should increase our gross income by \$50,000, or 30%.

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George H. Jones, Jr.

George H. Jones, Jr.

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

To the School Committee and Board of Trustees of Moses Brown School:

On January 21, 1957, the Executive Committee of the Board of Trustees of Moses Brown School voted to make the following recommendations to the Trustees and the School Committee.

1. That the Campaign expenses of \$28,231.63 be paid out of Campaign receipts and that the balance of \$6,238.59 due the School for bills paid directly by the School be met now. The sum of \$21,993.04 received in contributions has already been turned over to the School for Campaign expenses.
2. That \$2,000 be paid from Campaign gifts into the School current budget to cover the architect's fee for preliminary work on site lay-out and building plans. This would ultimately be charged to building costs.
3. That the School meet the expenses of the Parkman Survey of 1954 in the amount of \$1495.09, without taking this from the Development Fund.
4. That \$100,000 of the Development Fund be allocated now to the Faculty Pension Program. The Pension Committee will make specific recommendations for the use of this sum.
5. That the Trustees authorize the Building Committee to proceed immediately with plans for a Science Wing, costing probably \$75,000 to \$90,000 (including landscaping, equipment, and fees). The Building Committee would be asked to keep construction economical and try to save some money which could be used as the beginning of a fund for an Intermediate School Building.
6. That the Trustees join the Alumni Association in planning and carrying out "annual giving" programs for the next three or four years.
7. That the Trustees plan a capital fund drive for 1960 or a later year, with the Intermediate School Building as its main objective.
8. That a Trustee Planning Committee be appointed to consider continuing needs of the School and the best ways of moving ahead to meet the needs. Among the needs are improved athletic facilities and a further \$200,000, required in the next ten or twelve years, to meet pension obligations.

William H. Edwards, Chairman
Benjamin L. Cook, Jr.
E. John Lownes, Jr.
Thomas Perry, Jr.

Gren O. Pierrel
Margaret G. Sisson
Frederick C. Tanner
George St. John, Jr.

[The following text is extremely faint and illegible due to the quality of the scan. It appears to be a multi-paragraph document with several lines of text per page.]

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

Report to the School Committee and the Trustees of Moses
Brown School

The editors of our new School newspaper, The Quaker, recently asked for comments from student leaders and faculty members on "School spirit." They asked what gains we saw in School spirit this year and what we thought might be done to make morale still better. My own reply was that School spirit is in great measure a by-product of constructive, zestful, and effective activity. A lively class, in which boys know they are accomplishing a lot contributes to School spirit. A really good Glee Club, Camera Club, or Chess Club contributes to School spirit. Anybody who knows Moses Brown knows how the spirit of this School has been sustained over a great many years by a well-coached track team and a well-coached swimming team - to mention just two. In these cases and in many others the coach knows his sport and loves it, knows his boys and loves them, in a wholly unsentimental way, works them hard just because he loves them, gives himself wholly to the team and inspires the boys to give themselves wholly to the team. The same thing goes for a team, a class, a club, or a group living on a corridor together in the House.

Student Activities

In every school the various clubs and activities are likely to rise and to wane in vigor in accordance with the needs of the time and in accordance with the excellence of student and faculty leadership. Last spring a Debating Club was reorganized at Moses Brown after the lapse of a number of years. In December four members of the Club took part in an Interscholastic Debate Meeting at Bowdoin College. One Moses Brown senior won Honorable Mention in the Senior Division. Our two Third Form boys won the trophy in the Novice Division. In January Moses Brown debaters took second place among forty teams in an Interscholastic Debate at the University of New Hampshire.

For several years boys have edited a good mimeographed weekly, the Moses Brown News. The editors have been eager to publish a printed newspaper, and in October the staff brought out the first printed newspaper, The Quaker. (I believe the Delphian did at one time report school news once a month.) Six issues of The Quaker have been subsidized by a special grant from the Snack Bar Fund, saved from profits of the student-organized Snack Bar. The boys hope to continue publication twice a month by selling subscriptions for the balance of the year. The Quaker provides good training in writing; it stimulates thinking about School life and about

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The first part of the paper deals with the general principles of the method of analysis. It is shown that the method is based on the assumption that the distribution of the data is normal. This assumption is justified by the central limit theorem. The method is then applied to the analysis of the data. The results are presented in the form of a table. The table shows the distribution of the data for each of the four groups. The results are then compared with the theoretical distribution. It is found that the data fit the theoretical distribution very well. This indicates that the method is valid.

The second part of the paper deals with the application of the method to the analysis of the data. It is shown that the method can be used to analyze data from a wide range of sources. The results are presented in the form of a table. The table shows the distribution of the data for each of the four groups. The results are then compared with the theoretical distribution. It is found that the data fit the theoretical distribution very well. This indicates that the method is valid.

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MOSES BROWN SCHOOL
PROVIDENCE, R. I.

national affairs; it makes boys more fully aware of many Moses Brown activities and helps create in the School a greater sense of unity.

The Student Activities Council has adopted a new Constitution, setting forth the aims of student government at Moses Brown and the procedures for the Council. The Constitution has been ratified by the faculty and by the whole Upper School. The S.A.C. raised \$360 for the United Fund Drive in October and in December sent \$40 as a special gift to CARE in aid of Hungarian refugees. The boys saved the money by giving up their luncheon dessert twice.

The Proscenium Club gave an excellent performance of Moliere's The Miser in December. The Club plans a joint student-alumni production of The Caine Mutiny Court Martial in February, and in March the boys will join girls from Lincoln in presenting There Shall Be No Night.

The Glee Club added a great deal to the Christmas service by singing six or eight unusual carols. The Club will have joint concerts in March and April with two girls' schools, House in the Pines of Norton, Massachusetts, and the Buckingham School of Cambridge, Massachusetts.

Speakers

Assembly speakers so far this year include Peter Funke, leader of Young Friends in Germany; Alexis Goncharoff, a former Russian soldier now lecturing for the Y.M.C.A.; Jean Fairfax, former college secretary for the A.F.S.C., who had just returned from a year in Africa; Joachim Bruhn, of the University of Kiel, now a teaching fellow at Brown. Vera Brittain, author of Testament of Youth, will be here in March. We have had valuable talks at our Sunday services by a number of guests: John Kaltenbach, writer; Prof. John Christian of Yale; Prof. Davie Napier of the Yale Divinity School; Edward Manice, recording clerk of the New England Yearly Meeting; George Selleck, Executive Secretary of the Yearly Meeting; Chaplain E. C. Reckard, of Brown University, and Prof. Ernest Frerichs of the Department of Religion at Brown. Prof. Chalmers Coe will come to us from the Hartford Seminary in February.

"Public Relations"

In "public relations" there is just one absolute fundamental; the School must do a top-notch job in the academic and human education of each boy. We must offer opportunities for boys of special talent in science, language, dramatics, music, or whatever it may be. We must work with imagination

THE HISTORY OF THE

REIGN OF

THE GREAT KING OF GREAT BRITAIN, CHARLES THE FIRST, FROM HIS MARRIAGE TO THE DEATH OF HIS SON, CHARLES THE SECOND.

IN TWO VOLUMES. THE FIRST VOLUME CONTAINS THE HISTORY FROM HIS MARRIAGE TO THE DEATH OF HIS SON, CHARLES THE SECOND. THE SECOND VOLUME CONTAINS THE HISTORY FROM THE DEATH OF HIS SON, CHARLES THE SECOND, TO THE DEATH OF HIS SON, CHARLES THE SECOND.

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and patience to stir the spark of interest and ambition where it is lacking. When a boy knows he is learning new skills and gaining confidence, when a boy's family knows he is growing in many fine ways, the School's public relations are essentially safe.

In addition to this fundamental achievement, the School must of course keep its various publics well informed. I believe we are succeeding with our parents and in part with our alumni. I agree with the officers of the Alumni Association that there is a special task ahead to interpret the School rightly to its graduates.

We thought that the novelty might have worn off our Open House experiment in the Upper School, but parents came in greater numbers this year than they did to the first Open House a year ago. They clearly liked sitting in their sons' seats in the various classrooms and hearing each one of their sons' teachers. In the Lower School we held Open House for an evening in each grade separately. Over ninety percent of the boys were represented by one or both parents, and enthusiasm was high.

At the request of members of the Parents' Council Executive Committee, a special meeting was devoted to a report on the Moses Brown reading program. Miss Sadlier and Mr. Paxton outlined our methods in teaching reading in Lower School and Upper School and our ideas about what is involved in making a good reader. A summary of this discussion was duplicated and sent to all parents.

Report letters summarizing the progress of each boy in his classes and school life were sent in December to parents of all new boys. Mr. Meserve and I shall write similar letters in February and March about all other boys in the Upper School. These reports have brought quite a number of appreciative letters from parents. In the Lower School each teacher has an individual conference with one or both parents of each boy.

Our second annual Alumni Day was held October 20, 1956. A group of alumni enjoyed supper with the faculty and with three "faculty alumni" - Mr. Thomas, Mr. Henderson, and Mr. Waughtel. The relatively small number of graduates returning makes it clear that greater participation of alumni is necessary in planning and organizing the day.

The directors of the Alumni Association have shown a very keen interest in getting the alumni much more fully organized through such means as the appointment of class secretaries and the promotion of class reunions. Efforts are

THE HISTORY OF THE

REPUBLIC OF THE UNITED STATES

The history of the Republic of the United States is a story of growth and development. It begins with the first settlers who came to the shores of the New World, seeking a better life and a new land. These early pioneers, whether they were explorers, missionaries, or settlers, laid the foundation for the nation that was to come. They faced countless hardships and challenges, but their spirit of adventure and their determination to build a new life in a new land were their guiding lights.

As the years passed, the number of settlers grew, and the colonies began to take shape. Each colony had its own unique character, shaped by its geography, its economy, and its people. Some colonies were based on agriculture, others on trade, and still others on industry. Despite their differences, the colonies shared a common goal: to build a better life for themselves and their children.

But the colonies were not content to remain separate and isolated. They began to look for ways to work together, to share their resources, and to defend their common interests. This led to the formation of the first national government, the Continental Congress, which was established in 1774. This Congress was the first step towards the creation of a united nation.

The Continental Congress was a bold and daring institution. It was the first time that the colonies had come together to form a single body, and it was the first time that they had taken a stand against the British. The Congress declared the colonies' independence from Britain in 1776, and it was this declaration that marked the birth of the United States.

From that day on, the United States was no longer a collection of separate colonies, but a single nation. The people of the United States were now united under a single flag, and they were determined to build a new and better life for themselves. They faced many challenges, but they were not deterred. They were a people of courage and determination, and they were determined to make the United States a land of freedom and opportunity for all.

The history of the United States is a story of a people who have overcome countless hardships and challenges, and who have built a nation that is a source of pride and inspiration for all. It is a story of a people who have always been determined to build a better life for themselves and their children, and who have always been determined to stand for the principles of freedom and justice for all.

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being made to find a capable person who could serve full time or part time as Alumni Secretary, to give leadership, coordination, and follow-up to the work of the alumni organization.

The Library

A faculty committee has considered the present facilities and use of the Library and made recommendations on ways of helping boys to use more fully our own Library and Public Libraries. The School Library is open under supervision two days a week and is visited by fifty to one hundred fifty boys on each available day. The Library services are good and the circulation of books high.

On three days a week Alumni Hall is used for Lower School music classes or moving pictures. This is an unavoidable barrier to Upper School use of the room for the greater part of those days. We must look to eventual relocation of the Library.

Recommendations of the faculty committee include: the purchase of a movable bulletin board for book jacket displays; improved lighting; making reference magazines available (there are now no magazine subscriptions); opening the Library for at least a short time on every day in the week; encouraging the faculty to plan library projects and to keep boys informed on the services of the School Library, the Athenaeum, and the Public Libraries.

Admissions for 1957-58

Already at this rather early date we have on file thirty-three applications for the twenty places in the Pre-Primary grade. There will be just a handful of openings in the other Lower School grades, and there are many applications.

Because our graduating class is small and our seventh grade large, we can probably take only 15 or 20 new boys into the Upper School next September. There are already 76 applications on hand, and there are sure to be many more inquiries and applications through the spring. We are asking candidates to take the Secondary School Admission Tests, a new examination offered in seventy cities on February 9. This is a kind of junior "College Board Examination," and one hundred secondary schools are requiring the test for admission. We shall consider the test results along with a boy's school record, recommendations, and all we can learn about him in a personal interview.

We are in the happy position of being able to select boys of first-rate ability and first-rate character. The one unhappy thing is being forced to turn down a good many fine boys. Under these conditions, what weight goes to sheer

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mental brilliance, to playing the oboe, drawing cartoons, or being a good first baseman? To serious ambition, to a cooperative spirit, to religious ideals? For House boys, what weight goes to geographical distribution? What weight to the size of a scholarship request? The situation also raises very forcibly the question of adding to our School plant or shifting our use of space in some way to allow us to take forty to fifty more boys. The applications from excellent candidates make us ask whether we ought to act as schools and colleges did in the War and post-war emergency, expanding into temporary and to some extent makeshift facilities. The pressure of applications certainly adds weight to our interest in seeing the new Intermediate School Building constructed just as early as possible.

Committee Recommendations

Trustee and School Committee groups have given a great deal of thought since October to important matters of policy: the Development Campaign, the Pension Program, the Building Program - particularly the plans for the Science Wing, the School's regulations on smoking. Recommendations will be made by those Committees on February 4 and 5. In so far as possible, recommendations will be circulated in advance so that Trustees and School Committee members can study them.

The Development Program

In the eight months since last May a greater number of people have made gifts to the School than at any other time in its history and more money has been contributed than ever before at any one time. We are all enormously grateful to contributors, campaign leaders, and solicitors. Gifts amounting to \$20,000 have been made since October, and the total of gifts and pledges now stands at \$228,000. This will help the School enormously in allowing us to cut down substantially the backlog of faculty pension obligations and in allowing us to begin a new building, probably a Science Wing.

Happy as we are about the gifts which have been made, we cannot be anything but disappointed about some gifts which have not been made. When we know that the St. Louis Country Day School has raised well over a million dollars for new buildings in the last few years and that a young Country Day School on Long Island has in a few months raised more than a million dollars to create a new plant, we cannot believe that our Development Program goals of \$400,000 in the first phase and approximately \$600,000 in the second phase are excessive or impossible of attainment. Moses Brown School will get the needed support in the long run if we continue to prove in

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PROVIDENCE, R. I.

our daily work that the School has high standards of scholarship and high standards of character. We shall get the support if our work is imaginative and sound, and if we explain our needs frankly, clearly, and repeatedly.

George St. John, Jr.

George St. John Jr.

THE UNIVERSITY OF CHICAGO
DEPARTMENT OF THE HISTORY OF ARTS
AND ARCHITECTURE
OFFICE OF THE CURATOR
OF THE MUSEUM OF ARTS
AND ARCHITECTURE
CHICAGO, ILL.

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AND ARCHITECTURE
OFFICE OF THE CURATOR
OF THE MUSEUM OF ARTS
AND ARCHITECTURE
CHICAGO, ILL.

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

A meeting of the Board of Trustees of Moses Brown School was held at 7:30 p.m., February 4, in Alumni Hall. The following members were present: Mr. Charles F. Brown, Dr. Alexander M. Burgess, Jr., Mr. Benjamin L. Cook, Jr., Mr. William H. Edwards, Mr. Henry C. Foster, Mr. Roger M. Freeman, Jr., Mr. Ronald C. Green, Jr., Dr. Thomas Perry, Jr., Mr. Gren O. Pierrel, Mrs. Edwin F. Sherman, Jr., Mrs. Charles P. Sisson, Mr. Thomas E. Steere, Jr., Miss Virginia Townsend, Mr. Walter H. Wood, Mr. George St. John, Jr. Mr. Moses Bailey, Miss Edith Buffum, Dr. Barnaby C. Keeney, Mr. E. John Lownes, Jr., Dr. Alexander C. Purdy, Mr. Frederick C. Tanner, Mr. Andrew R. Towl, and Mr. Charles H. White, were excused.

HEADMASTER'S REPORT

Mr. St. John added the following to the written report circulated before the meeting and filed herewith:

- 1) The new arrangement of having Mr. Everett Raines as Dean is working well, discipline being well handled by a man respected by the boys.
- 2) Mr. Whitford as Head of the House has, with his wife, accomplished a good sense of unity and friendliness among faculty and students.
- 3) The new men on the faculty seem by and large to be working out well. The Science teaching seems outstanding, and debating has taken on a new lease of life. Two appreciative letters from parents were read testifying to the good and sympathetic teaching being done.
- 4) The Lower School reading tests appear to be a tribute to the boys themselves, their families and their teachers. In the most recent tests, 52 out of 144 boys ranked in the top 10% of the Independent School ratings. 84% of the boys stand in the top 50% of the Independent School ratings. Mr. St. John pointed out that simply because of this record teachers should be aware, as they are, of the dangers of expecting too much from an average reader in this situation.
- 5) The budget for the current year shows every indication of being seriously in the red. The Executive Committee will meet soon to study ways and means of handling this situation. The increase in tuition next year will allow some salary increases and the necessary \$14,000 addition to the existing pension fund, but the deficit must be offset with 10-12 new boarding students.

SMOKING REGULATIONS

Though acknowledging its lack of jurisdiction in this matter, the Board reviewed the proposed changes in smoking regulations which have been faculty approved and await School Committee action.

On a voice vote of 13 affirmative, 1 negative the motion was made and seconded that "It is the sense of the meeting that we approve these recommendations on smoking to the School Committee."

EXECUTIVE COMMITTEE

Mr. Edwards reported that the Headmaster, an alumni group, and the Executive Committee agreed on the use of the Campaign Funds as outlined in the written report submitted in advance to the Board, and attached herewith.* Added to the written report was an item of \$400 for engineering survey also to be paid out of campaign funds.

On motion of Mr. Pierrel, seconded by Mrs. Sisson, it was unanimously voted that the recommendations of the Executive Committee be approved.

Mr. Edwards commended the Messrs. Field, Cook, Freeman, Gross, and Taylor for their careful letter of recommendation to the Executive Committee in this matter.

ANNUAL GIVING

Discussion about the implementation of paragraphs 6 and 7 of the above in relation to Annual Giving followed. Because Mr. Freeman expressed the reluctance of the Alumni Association to launch or participate in an Annual Giving program until some basic organizational work has been done, the following motions were passed to supplement the Executive Committee recommendation:

Upon motion duly made and seconded, it was voted: "That the Board of Trustees approve in principle an Annual Giving program and offer to assist the Alumni Association in any way desired."

Upon motion duly made and seconded, it was voted: "That the Executive Committee of the Board of Trustees consider further the whole matter of the Planning Committee and the Development Fund."

CAMPAIGN FUND

Mr. Cook reported that to date \$230,000 has been raised in pledges, about \$100,000 being in cash. He feels small amounts will continue to come in.

* See page 83B

CHAPTER 1000-10000

The first of the two main parts of the book is devoted to the study of the history of the world from the beginning of time to the present day. The second part is devoted to the study of the history of the United States from the time of its discovery to the present day.

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CHAPTER 1000-10000

PARENTS' COUNCIL

Mr. Green reported four monthly meetings have been held dealing with the reading program in the Lower School, the disposition of its treasury, and the approval of a committee to give the Parents' Council more continuity and the responsibility of planning three yearly discussions on education by experts.

ALUMNI ASSOCIATION

Mr. Freeman expressed the eagerness of the Alumni Association to help the School first with the initiation of a class agent system and the procurement of an Alumni Secretary to organize accurate files and records, conduct publicity relations and strengthen the bonds of friendship with the School. The 25th reunion class this June will be a focal point for those coming back to Moses Brown with special tribute paid to teachers of 25 years of service.

BUILDING COMMITTEE

Mr. Pierrel explained that \$90,000 has been earmarked for a new Science Wing, to run west of the present Study Hall. A meeting was held with scientists to determine what was feasible for a Science Laboratory, and the suggestions were passed on to the architect who is now at work.

PENSION COMMITTEE

There was discussion of the written report on the Pension Program circulated to Board members before the meeting and attached herewith. It was pointed out that paragraph 7 was designed primarily to provide every individual with a policy at the time of his retirement. Questions were raised about the desirability of the School making definite promises although expressing itself as working toward definite ends, the comparative risks of a self-insured plan and the T.I.A.A. which trades security for higher costs, and the uncertainty of statistics when applied to a group so small as 50 (the size of our faculty). Mr. St. John asked approval of the report in principle if not detail so that plans can go forward to provide purchase of pensions by September.

Upon motion duly made and seconded, it was voted:

- 1) "That the present retirement plan be continued intact for those already retired, with the oldest active faculty member being added to the group."
- 2) "That the School will attempt to provide its own retirement benefits as outlined in the 1946 Plan in addition to the benefits now available under the Federal Social Security plan."

- 3) "That the Pension Committee be empowered to negotiate further with the T.I.A.A. on a possible contract, and that final adoption of any contract be subject to Board action, and that the Board approve the principle of a mutual contribution of 5% each being made to a pension plan by both faculty and School.

Respectfully submitted,

Martha P. Sherman

Secretary

above our current income. An immediate tuition increase, which may well be the first of a series, and the extension of the annual giving program which it is hoped will become the source of 10% of our budget needs yearly (\$35,000 a year in three years) are recommended by the Development Committee.

The School Committee approved the following new tuition schedule for Lincoln School, which is the same as that adopted for Moses Brown School at our last meeting:

Resident Students	\$1800
Grades VIII - XII	725
Grades VI - VII	650
Grades IV - V	600
Grades II - III	500
Grade I	450
Kindergarten	300
Nursery School (4 year)	275
Nursery School (3 year)	225

Frederick P. Austin, Jr. reported that the steel work is up on the Marion Shirley Cole building and the Corner Stone Laying Ceremonies are planned for Field Day, May 11.

The Committee on the Inevitable (and Regrettable) Change in Administration of Lincoln School was given authorization to add up to five persons to its membership.

Clerk Thomas Perry, Jr. reviewed for us the history of the "Smoking Problem" at Moses Brown School and the dissatisfaction with the current rule which seems to tend to promote dishonesty, and discrimination between Day and Boarding students. The Executive Committee had previously approved the following Faculty Committee proposal for smoking rules:

Proposals on Smoking Regulations at Moses Brown School

1. No change in smoking regulations for day boys.

During the school day, 8:20-4:30, smoking is not allowed on the campus and boys are not allowed to leave the campus.

2. For boarding boys: The present No-Smoking regulation is to be continued for boys in the first four Forms - that is, for all boys who are not yet seniors.

Senior boys who have the approval of their parents for smoking may smoke under the following conditions:

- 1) They may smoke in a designated room in the School after 4:30 p.m. each day;
- 2) They may smoke off the campus at such times as they are regularly allowed to be off the campus - 4:30-6:00 p.m. each day and parts of the weekend.
3. Boys who are competing in Varsity athletics (ordinarily a definite majority of seniors) are to refrain from smoking at all times just as in the past.

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A boy who violates these smoking regulations will be treated as he would for other breaches of discipline, within the framework of the School's ordinary disciplinary system. Loss of certain privileges, plus Saturday morning detention, would be a normal punishment for a first offense. The more drastic penalties of suspension for a week or dismissal from the School would be used for persistent offenders against smoking regulations as they would be for persistent offenders against other school regulations or right standards.

The School will see to it that time is provided in the educational program for presentation of medical facts on possible physical effects of smoking and for discussion of the general social problem of smoking.

January 16, 1957

It is recognized that the adoption of such proposals, or any other, will not end the "Smoking Problem" at Moses Brown School, but it is hoped that it will create a new and better attitude. In the discussion that followed among the questions raised was that of whether or not privileges should be extended to juniors as well as seniors. After thoughtful consideration of this and other considerations it was thought the Faculty were the group to deal with details. All things considered the School Committee approved a change of policy in smoking regulations at Moses Brown School along the lines of the above Faculty proposal.

George C. St. John, Jr. supplemented his written report with comment on Mr. Raines' fine handling of discipline and the Whitfords for the friendly atmosphere and unity of dormitory policy they have maintained. He reminded us of the strength of the Lower School. On a recent Reading test taken by 144 Lower School boys 52 ranked in the top 10% of the Independent School ratings. He regretted that it appeared that the School would not be able to end the year with a balanced budget. Ten or

twelve more boarders would improve our financial situation considerably. Perhaps the most difficult space problem to overcome here is in the dining room.

Gren O. Pierrel, speaking for the Moses Brown School Development Program, reported that \$100,000 of the \$230,000 raised would go into the pension plan and an architect was at work on plans for the Science Wing that it was hoped could be completed for \$75,000 - \$90,000.

We approved the appointment of a Treasurer of the Board of Trustees. We wish at this time to express to the Board our appreciation of and confidence in them.

It was reported that a pension plan had been approved by the Board of Trustees in principle that would continue those presently in retirement and one about to be retired on the old pension plan, and that would make no deduction from pension because of Social Security. Negotiations on the new pension plan are continuing with T.I.A.A. We approved.

Ruth C. Burgess, chairman of the nominating committee, reported the nomination of Alexander M. Burgess, Jr. for membership on the Executive Committee of the Committee on Moses Brown School and Lincoln School. This we approved.

We considered again the scheduling of time for discussion by the School Committee of the General Aims of Quaker Education in Secondary Schools and decided on a special session May 7, the regular meeting day of the Committee. We continued the existing committee to make preparations for this meeting and for discussion of this subject at Yearly Meeting in June.

After approving the minutes of the meeting of the Committee on Tenth Month second, as circulated, the Committee adjourned to join Nancy St. John in Alumni Hall for a delicious luncheon.

Virginia Townsend
Recording Clerk

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

Executive Committee of the Board of Trustees of Moses
Brown School

The Executive Committee of the Board of Trustees of Moses Brown School met at the School on February 12, 1957, at 4:15 p.m. There were present: Mr. William Edwards, Chairman, Mr. E. John Lownes, Jr., Mr. Frederick C. Tanner, Mr. George St. John, Jr.

The Committee considered the Budget for the present school year and noted the estimated deficit of \$17,032.00. Income for 1956-57 is the same as for 1955-56. There are ten fewer boarding boys than last year, but approximately twenty more day boys in the Upper School. The major items of new expense are: two additional Upper School teachers, a few Upper School salary increases, added cash salary to the headmaster in place of an apartment and service, an additional full-time and an additional part-time secretary, certain Lower School salary increases, increase in cost of fuel, wage increases, added payroll tax, and added workman's compensation tax.

The Committee gave its approval to this Budget for 1956-1957 and gave its approval in principle to Mr. St. John's outline of ways of balancing the Budget for 1957-58. It was agreed that Mr. St. John should explore with the faculty the possibility of adding fifteen or twenty boys to the total in the Upper School even though this will admittedly crowd facilities seriously at several points. The main purpose of increasing numbers would be to make it possible to take fifteen additional House boys and thus gain \$22,000 in income.

It was agreed by those present that the School should attempt to have an annual giving program before the end of 1957 with the hope that some income could come from this source in the year 1957-58. Mr. St. John explained that we are hunting for a man who can act as director for such a program and particularly as director for the organization of alumni class secretaries.

George St. John Jr.
George St. John, Jr.

The first part of the report deals with the general conditions of the country and the progress of the work during the year. It is followed by a detailed account of the various expeditions and the results obtained. The report then proceeds to a description of the flora and fauna of the country, and finally to a summary of the work done during the year.

The second part of the report deals with the results of the various expeditions. It is followed by a detailed account of the flora and fauna of the country, and finally to a summary of the work done during the year.

W. H. H. H.

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

Minutes of the Executive Committee of the Board of Trustees of Moses Brown School.

The Executive Committee of the Trustees of Moses Brown School met at the School on March 21, 1957, at 4:30 p.m. There were present: Mr. William H. Edwards, Chairman, Mr. Frederick C. Tanner, Mr. Robert H. Goff (invited for this meeting), and Mr. George St. John, Jr.

Mr. St. John reported that he had discussed the budget for 1957-58 and the related question of faculty salary levels with a special Trustee committee composed of Mr. Robert Goff, Mr. E. John Lownes, and Mr. Frederick Tanner. This committee felt that the Executive Committee of the Trustees ought to approve this budget before commitments were made on faculty salaries for 1957-58.

Mr. St. John presented sample salaries of Department heads and younger and older teachers in the Upper and Lower Schools. He proposed that the sum of \$12,000 be set aside for faculty and staff salary increases for the coming year, these increases to vary from \$100 to \$400, many of the increases being \$300 for full-time faculty and staff members who have served at Moses Brown for some years. Mr. St. John pointed out that since there were few salary increases last year, the present change upward is not a drastic one for a two-year period. It was noted, however, that the budget includes an item of \$15,000 to be allocated to pensions related to service in the 1957-58 year. This means that the School is actually spending an additional eleven percent beyond the new cash salaries of all veteran teachers.

It was moved, seconded, and voted that the Committee approve the proposed budget and authorize Mr. St. John to send out contract letters in accordance with this general scheme.

Mr. St. John reported that he had consulted a faculty committee on the question of increasing the number of House boys by twenty and the total number of boys in the Upper School by twenty. In this first discussion the faculty members were seriously opposed to increasing numbers on the ground that crowding would produce frictions at a number of points and hurt the individual nature of Moses Brown education. While no formal vote was taken on this question, it seemed to be the general opinion of the Committee that the School probably ought to accept more than five added House boys if the right boys apply and that the School should accept some of the risks involved in crowding.

The general outline of the budget for 1957-58 is attached to these minutes.

George St. John, Jr.
George St. John, Jr.

March 21, 1957

Moses Brown Building Committee

BUDGET FOR 1957-58

INCOME

Estimated Income for 1956-57 \$339,270.

New Income from tuition increase:

\$100 for 165 boys grades 1-7	the cost	\$16,500.	
\$100 for 150 day boys grades 8-12		15,000.	
\$200 for 50 house boys		10,000.	41,500.

5 added House boys, net gain \$1500 each		7,500.	
		<u>\$388,270.</u>	

EXPENSES

Estimated Expense for 1956-57 \$356,000.

General salary increases \$100 to \$400 for 50 faculty and staff members 12,000.

Probable wage increases (min. wage law) & possible increased fuel, food, maintenance 2,000.

O. Ahlberg & Sons, Inc. 43 Molter Street, Cranston, R.I. Toward pensions if Trustees adopt proposed plan 15,000.

Toward repaying 1956-57 deficit (pays about one fifth probable deficit) 3,270. 18,270.

\$388,270.

Central Engineering & Construction Co. 155 Main St., Pawtucket, R.I. This allows no margin for engaging new teachers to expand our work at certain points (athletics, music, special reading, etc.).

E. Tarson Construction Co. 42 Weybosset St., Providence, R.I. This assumes an Upper School enrollment of 230 instead of the present 220. It means accepting 22 new House boys and only 8 new day boys in the Upper School (not additional numbers, simply "new" boys).

Further increases in faculty salaries for 1958-59 or 1959-60 will probably have to depend on "annual giving" unless the School makes another change upward in tuition fees.

O.D. Purinton Co., Inc. 49 Westminster St., Providence, R.I.

J.L. Marshall & Sons, Inc. 560 York Ave., Pawtucket, R.I.

March 21, 1957

BUDGET FOR 1957-58

INCOME

Estimated Income for 1956-57 \$339,270.

New Income from tuition increases:

\$200 for 50 house boys	\$10,000.
\$100 for 150 day boys grades 8-12	15,000.
\$100 for 165 boys grades 1-7	16,500.

Added House boys, net gain \$100 each 7,270.

\$388,270.

EXPENSES

Estimated Expense for 1956-57 \$326,000.

General salary increases \$100 to \$400 for 50 faculty and staff members 12,000.

Probable wage increases (min. wage law) & possible increased fuel, food, maintenance 2,000.

Toward pensions if trustees adopt proposed plan 15,000.

Toward repaying 1956-57 deficit (pays about one fifth probable deficit) 3,270.

\$388,270.

This allows no margin for engaging new teachers to expand our work at certain points (athletics, music, special teaching, etc.).

This assumes an Upper School enrollment of 230 instead of the present 220. It means accepting 32 new House boys and only 8 new day boys in the Upper School (not additional numbers, simply "new" boys).

Further increases in faculty salaries for 1958-59 or 1959-60 will probably have to depend on "annual giving" unless the School makes another change upward in tuition fees.

Moses Brown Building Committee

It was recognized by the C of \$106,000 to the Members of the Building Committee and the Executive Committee of Moses Brown School were invited to a joint meeting at the School on April 12, 1957, to consider architect's drawings and specifications for the proposed new Science Laboratory Wing. Because of absences from the city and other problems, a number of members were not able to come. There were present: Mr. E. John Lownes, Jr., Dr. Thomas Perry, Jr., Mr. George St. John, and Mr. William Bixby (representing the School Science Department). A meeting was held on April 20, 1957, at the School.

The architect's estimate of the cost of the proposed laboratories was \$76,000 plus or minus ten percent. This includes landscaping, utility connections and site improvements. The cost of furnishings, equipment, and Venetian blinds is estimated at \$21,000. New apparatus needed for the sciences would cost approximately \$5,000. The architect's fee would be approximately \$7,000. There should be a contingency allowance of \$3,000. This totals \$112,000. A saving of \$6,000 can probably be made by alternate items included in the specifications going to contractors.

It was agreed that the plans and specifications, with the various alternates, should be submitted to contractors at once and that we should ask for bids by April 25. The architects are to contact twelve well-known contractors, offering them an opportunity to make bids.

LIST OF POSSIBLE BIDDERS

O. Ahlberg & Sons, Inc.	43 Molter Street, Cranston, R.I.
Frank Gustafson & Sons, Inc.	251 Pitman St., Providence, R.I.
H.V. Collins Co.	99 Gano St., Providence, R.I.
Dimeo Construction Co.	511 Westminster St., Providence, R.I.
Central Engineering & Construction Co. (Gilbane Bldg.)	155 Main St., Pawtucket, R.I.
E. Turgeon Construction Co.	42 Weybosset St., Providence, R.I.
J. Adolph Johnson, Inc.	66 Bryant Rd., Cranston, R.I.
Rowley Construction Co.	260 Central Ave., Pawtucket, R.I.
M.G. Allen & Associates, Inc.	1153 Warwick Avenue, Warwick, R.I.
A.C. Beals Co.	63 Bassett St., Providence, R.I.
O.D. Purinton Co., Inc.	49 Westminster St., Providence, R.I.
J.L. Marshall & Sons, Inc.	560 York Ave., Pawtucket, R.I.

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The architect's estimate of the cost of the proposed Laboratory was \$76,000 plus or minus ten percent. This includes landscaping, utility connections and site improvements. The cost of furnishing, equipment, and ventilation is estimated at \$21,000. The apparatus needed for the sciences would cost approximately \$5,000. The architect's fee would be approximately \$7,000. There should be a contingency allowance of \$12,000. This totals \$112,000. A saving of \$6,000 can probably be made by alternate items included in the specifications given to contractors.

It was agreed that the plans and specifications, with the various alternates, should be submitted to a committee of five and that we should ask for bids by April 25. The architects are to contact the well-known contractors, offering them an opportunity to make bids.

Proposed List of Potential Bidders

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| O. Ahlberg & Sons, Inc. | 43 Molter Street, Cranston, R.I. |
| Frank Gustafson & Sons, Inc. | 251 Pitman St., Providence, R.I. |
| E.V. Collins Construction Co. | 100 Grand St., Providence, R.I. |
| James Construction Co. | 211 Westminster St., Providence, R.I. |
| Central Engineering & Construction Co. (Collins Bldg.) | 155 Main St., Pawtucket, R.I. |
| H. Turgeon Construction Co. | 42 Westmain St., Providence, R.I. |
| Joseph Johnson, Inc. | 66 Bryant Rd., Cranston, R.I. |
| Rowley Construction Co. | 260 Central Ave., Pawtucket, R.I. |
| H. Allen Construction, Inc. | 155 Warwick Avenue, Pawtucket, R.I. |
| H.O. Davis Co. | 100 Grand St., Providence, R.I. |
| G.D. Burdick Co., Inc. | 10 Westminster St., Providence, R.I. |
| J.L. Marshall & Sons, Inc. | 560 York Ave., Pawtucket, R.I. |

It was recognized by the Committee that the total estimate of \$106,000 to \$112,000 for the building was considerably more than the \$90,000 which had been discussed as the limit for the building and its furnishings - a limit set by the amount of money so far pledged to the Development Fund after subtracting campaign expenses and after subtracting \$100,000 allocated to faculty pensions. It was considered best to wait until bids were in before attempting to solve the possible financial problems.

There will be a meeting of the Building Committee at the School to consider bids on April 26, Friday, at 4:15 p.m. Please save the Date.

The Building and Executive Committees met to consider working drawings and specifications for the proposed Science Laboratories. The architect's over-all cost was \$112,000, with a possible increase in alternate uses of materials or construction of space. Those present voted to submit the drawings and specifications to contractors for bids.

George St. John, Jr.
George St. John, Jr.

On April 26 the Building and Executive Committees met to consider bids on the new building. The low bid was \$90,365 for the basic construction and \$109,277 for over-all cost. The Committee asked the architect to consider further ways of reducing costs.

On May 2 the Building and Executive Committees considered revised figures which reduced basic construction cost to \$80,477 and set over-all cost to \$96,000. The Committee voted to recommend to the Trustees and the School Committee that Moses Brown School construct a Science Building at a total cost of \$96,000 in accordance with the memorandum of Gull, Robinson, and Green (architects) dated May 2, 1957.

The Committee noted the fact that the Development Fund, after payment of campaign and architect's expenses, totals \$802,396. Deducting 3% for possible losses in pledges there remains \$196,396. This covers the cost of the Science Building and the \$100,000 allocated to pensions.

It was noted that cash on hand in the Development Fund is \$135,415 and that \$25,000 more is expected in payment of pledges by the end of the year. It was noted that it would be possible to set aside \$50,000 for pensions now, pay the building costs in the next seven months as bills come in, and deposit the remaining \$50,000 for pensions as the campaign pledges are paid in 1958 and 1959. The Committee took no action on this point.

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George St. John, Jr.

George St. John, Jr.

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| Alhborg & Sons, Inc. | 13 Union Street, Boston, N.Y. |
| Frank Gussakson & Sons, Inc. | 211 West 11th St., New York, N.Y. |
| J. Collins Co. | 100 West 11th St., New York, N.Y. |
| Wiley Construction Co. | 100 West 11th St., New York, N.Y. |
| Wiley Construction Co. | 100 West 11th St., New York, N.Y. |
| Allen & Associates, Inc. | 100 West 11th St., New York, N.Y. |
| D. Rudin & Sons, Inc. | 100 West 11th St., New York, N.Y. |
| Harrell & Sons, Inc. | 100 West 11th St., New York, N.Y. |

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

Summary of Meetings of Building and Executive Committees

April 12, April 26, and May 2

1957

The Building and Executive Committees met on April 12 to consider working drawings and specifications for the proposed Science Laboratories. The architect's estimate of over-all cost was \$112,000, with a possible saving of \$6,000 in alternate uses of materials or omission of items. Those present voted to submit the drawings and specifications to contractors for bids.

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On May 2 the Building and Executive Committees considered revised figures which reduced basic construction cost to \$80,477 and cut over-all cost to \$96,000. The Committees voted to recommend to the Trustees and the School Committee that Moses Brown School construct a Science Building at a total cost of \$96,000 in accordance with the memorandum of Cull, Robinson, and Green (architects) dated May 2, 1957.

The Committees noted the fact that the Development Fund, after payment of campaign and architect's expenses, totals \$202,396. Deducting 3% for possible losses in pledges there remains \$196,396. This covers the cost of the Science Building and the \$100,000 allocated to pensions.

It was noted that cash on hand in the Development Fund is \$135,615 and that \$25,000 more is expected in payment of pledges by the end of the year. It was noted that it would be possible to set aside \$50,000 for pensions now, pay the building costs in the next seven months as bills come in, and deposit the remaining \$50,000 for pensions as the campaign pledges are paid in 1958 and 1959. The Committees took no action on this point.

5/6/57
5/7/57

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MOSES BROWN SCHOOL
PROVIDENCE, R. I.

Report to the School Committee and Trustees of Moses
Brown School

When boys are getting many new experiences of the right kind, gaining new skills, new insights, and more mature ideas, then a school is succeeding in its fundamental purpose. During the three months since the February Trustee and School Committee Meetings Moses Brown boys have forged ahead in classes and athletics and extra-curricular events. Seniors have taken the College Board Achievement Tests, Lower School boys have made remarkably strong scores on the annual achievement tests and Upper School boys have done equally well with the annual English tests.

Many of our students have won distinction in various inter-scholastic events. The Track Team won the Brown Interscholastics. At the University of Rhode Island Interscholastic Debate three Moses Brown boys won a second and two first places in their debating. The second act of Medea, presented by Lincoln and Moses Brown at the Warwick Drama Festival, was unofficially recognized as the best performance. At the Model Rhode Island Assembly one of our seniors served as President of the Senate, another as chairman of the Committee on Labor. Ten boys took part in the Model United Nations Assembly in this State. When two hundred members of the Junior Alliance Française met at Moses Brown for a quiz program in French, Moses Brown boys won first and second prizes for their replies in French. Exhibits by three of our boys won recognition at the Rhode Island Science Fair.

Boys get the best sort of stimulus and training from taking part in such interscholastic events, regardless of honors. We can be proud that Moses Brown boys do win their fair share of honors.

Distinction in Achievement Tests

Striking testimony to the scholastic standards of the School is contained in the results of achievement tests given at Moses Brown and many other independent schools. A letter of April 9 from the Educational Records Bureau reports on the scores of our Lower School boys on this spring's achievement tests: "The medians for your pupils in grades four through seven are particularly high and reach or surpass the preliminary independent school medians for the next higher grade level... Again this year, more than three fourths of the boys in grades three through seven earn scores which place them in the upper half of the corresponding independent school distribution" (on a similar test).

Last fall more than half the boys in the Lower School made reading test scores in the top quarter of independent school

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candidates. Eighty-four percent were in the top half.

On the Cooperative English Tests given in the Upper School in March every Form surpasses the median for its own grade level in independent schools. In some cases the record of our boys is particularly high. The Third Form (tenth grade) median for the test as a whole is above the median for the independent school eleventh grade. The Fourth Form also ranks at the level of the next higher grade in independent schools. In our senior class thirty-one boys made scores above the independent school median; only seven are below that level. In other words, eighty per cent rather than fifty per cent rank in the top half of the independent school students taking the test.

We can rejoice at the success of so many boys. Their high achievement is important in many cases because they want to go to Ivy League colleges where competition for admission is intense. We as a school have a genuine problem in providing the right training, with decent rewards and satisfactions, for the student who is average or even a bit superior by general standards, but slow in comparison with a good number of brilliant boys in the School. Teachers need to keep the right perspective; they must be flexible in their thinking and flexible to some degree in their grading. They must care about the gains of each boy and must see the boy first and the subject matter second - without just diluting standards and without being too easy on the very capable boy who can reach an extremely high level of competence.

Smoking Regulations

The faculty debated quite thoroughly this winter various modifications of the smoking rules. In the end most of the athletic coaches made a strong case for leaving the rules unchanged. They pointed out that the great majority of seniors are in Varsity athletics and should avoid smoking in order to be in best physical condition. Of the remainder of seniors some do not smoke anyway, and a change in rules at present would affect only two or three boys. The faculty agreed that we do not wish to allow smoking on the School grounds during the school day. While there was some strong sentiment for allowing senior boarding students to smoke at certain times off campus or at certain times on the campus, the faculty voted to have the existing smoking regulations remain in force for the present.

Salaries, Pensions, and the Budget

The tuition increase for 1957-58 of approximately one hundred dollars per boy will provide \$40,000 in new income. This additional money was intended primarily for increasing faculty and staff remuneration, through higher salaries and the adoption of a pay-as-you-go plan on pensions related to the current year.

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Somewhere near half this new income must be used to close the present gap between income and expenses (balancing the budget) and toward repaying a deficit for the current year. We expect to gain a little more income by taking five or six additional boarding boys.

Raising faculty and staff salaries, in most cases by \$200 or \$300, will cost nearly \$15,000 and payments for pensions related to service in 1957-58 will cost nearly \$15,000. There is no margin for engaging new teachers to expand our work at certain points as we ought to do - in music, in Lower School athletics, in special reading instruction, and other areas. We shall be crowding the School to the limit with 230 to 240 in the Upper School instead of the present 220. We all need to understand that the School's ability to meet growing costs, including any further increases in salaries, will have to depend on another rise in tuition fees or on "annual giving" by alumni and parents.

The faculty has asked that a study be made of teaching loads and other responsibilities and that a salary scale be established under which advances in salary could be definitely anticipated within certain limits. I recommend that a Trustee committee make such a study, consulting with a faculty committee, and that the School consider setting up a definite salary scale - with enough flexibility, however, to allow for the recognition of special merit and varying competitive situations in different fields of teaching.

The Trustees ought to know the approximate outline of our present salary schedule, and I shall provide the outline at our May meeting. Even with the changes for next year the salaries of most of our teachers will not be up to the level of Providence public school salaries. There is a very big task ahead to provide the income needed for better salaries and for certain important physical improvements (better surface on tennis courts, new hot water system to replace an antiquated system which cannot last indefinitely, improvements in the library, and the like). An active Trustee Development Committee would help the School very greatly by working out a five-year plan for needed expenditures, including both physical changes and salaries, and for new income to make these expenditures possible.

Bequest from Frances Wheeler

It will touch the hearts of all of us to know that the School has received one thousand dollars as a bequest from the late Frances Wheeler. First as a teacher, then as Headmistress at Lincoln, and then as a School Committee member, Frances Wheeler gave herself to Moses Brown and to Lincoln without reservation. Her bequests are continuing proof of her complete

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devotion to the two Schools.

The New Science Laboratories

As this report is written, we are awaiting bids on the construction of the new Science Wing, a one-story building one hundred feet by thirty feet to be placed approximately forty feet west of the present Study Hall. Bids are due April 25, and the Building and Executive Committees will act on them promptly. We hope bids will be within the range of available funds. An alumni-parent committee has planned a simple ground-breaking ceremony for Father and Son Day, Friday, May 17, at twelve noon. The Science Wing will give us excellent laboratory-
classrooms for Biology, Chemistry, and Physics and will release valuable classroom space in the main building.

Pensions

A great deal of time and thought has been given by faculty members and Trustees to the many complex problems involved in strengthening the School's pension plan and putting it on a sure financial basis. The Pension and Executive Committees expect to get a report to the Trustees and School Committee before May 6.

Alumni Organization

The Alumni Association directors have been eager to promote much better understanding between the alumni and the School, in the belief that more than two thousand Moses Brown alumni can in time bring to the School the kind of moral and financial support which the majority of colleges and independent schools get from their alumni. Arrangements have been made so that Mr. Raines can give approximately half the summer to working with alumni on the development of greater alumni organizations including the appointment of class secretaries in each class from 1920 to the present. Mr. Edmund Armstrong, Moses Brown, '38, and a member of the faculty, will give part of his time through the next school year to work on alumni organization. The School is accepting the expense of providing Mr. Raines' and Mr. Armstrong's time, secretarial time, and probable printing and mailing costs. The combined items may amount to as much as \$4000 a year.

In Brief

Boys and teachers are working hard in the Lower School and Upper School both, in the classrooms, on the athletic fields, and on the stage - in dramatics, debating, music, political discussions, conversation in French. In many instances this year men and women on the faculty have worked on new and old responsibilities with enthusiasm and with patience and perseverance.

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With just a few normal exceptions the boys have shown a cooperative and serious spirit, and there are individual examples of extraordinary imagination and energy. At the same time we have very much on our minds important "unfinished business" in more than one area where the life of the School can be enriched and strengthened. It is good to count on Trustees and School Committee members to help in making hopes and dreams for the School come true.

Respectfully submitted,

George St. John, Jr.

George St. John, Jr.

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A meeting of the Moses Brown Board of Trustees was held on Monday, May 6, 1957, at 7:30 p.m. in Alumni Hall. Present were: Alexander M. Burgess, Jr., Benjamin L. Cook, Jr., William H. Edwards, Henry C. Foster, Roger M. Freeman, Jr., Robert H. Goff, Ronald C. Green, Jr., E. John Lownes, Jr., William M. Mackenzie, Thomas Perry, Jr., Gren O. Pierrel, Alexander C. Purdy, Mrs. Edwin F. Sherman, Jr., Mrs. Charles P. Sisson, Thomas E. Steere, Jr., Andrew R. Towl, Virginia Townsend, Walter H. Wood, George St. John, Jr. Those excused were: * Edith L. Buffum and Barnaby C. Keeney. The minutes of the previous meeting were approved as circulated. * Moses Bailey.

Mr. Edwards read the minutes of the Executive Committee meetings which are attached. *(See book minutes dated 2/12, 3/12, 4/12, 4/26 & 5/2)*

Budget

The proposed budget for 1957-58 was examined by the Board. Estimated income for 1956-57 is \$339,270, new income from tuition increase at \$41,500, and five additional House boys at \$7500 for a total of \$388,270.

(\$388,270)

Total expenses of like amount include salary increases of \$12,000, wage increases of \$2,000, pension plan payment of \$15,000, deficit repayment, \$3,270.

It was pointed out that this allows no margin for new teachers, represents an increase of ten boys in Upper School enrollment, and means that further faculty salary increases will depend upon annual giving.

Building Committee

The chairman, Mr. Pierrel, stated that ten contractors had a chance to bid on the new building, eight did, and F. A. Gustafson & Sons and Braley-McLaughlin, heating engineers, were low bidders. He discussed the hard work which had been done to whittle down the costs of the new Science Laboratory to \$96,000. Three classroom-laboratory combination rooms in space 100 x 30 feet will have special counters and storage space and will not, because of the approximate \$2,000 cost, have the hoped-for greenhouse attached. The following items comprise the \$96,000 total:

\$80,477	base cost
3,000	furnishings
2,500	contingencies
7,500	architect's fee
2,523	apparatus
\$96,000	

The school staff will do the landscaping.

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A question was raised by Mr. Green as to the possible necessity for hiring a Clerk of the Works to guarantee the owner's rights in construction and Mr. Pierrel stated that the Committee had not thought this step a necessary expense when dealing with a reputable contractor.

Upon motion duly made and seconded, it was voted that we accept the recommendation of the Executive and Building Committees that the Board authorize the construction of a new Science Building at a total cost of \$96,000 in accordance with the memorandum of Cull, Robinson and Green, with Frank A. Gustafson and Sons as Contractor, and that we transmit this vote to the School Committee for such action as it may deem proper.

It was pointed out that the Board would act on pension allotments from campaign funds when the Pension Committee was in a position to make firm recommendations.

Alumni Association

Mr. Freeman reported that preliminary efforts at organization by the Alumni Board had established the conviction that a general active functioning of an alumni program was necessary before Annual Giving could be established; also, that an effective system of class agents, which is being organized, is dependent on an Alumni Secretary for coordination. Mr. Raines has accepted the responsibility of organizing this work in the classes upward of 1920 during the summer and Mr. Armstrong will take over the effort in the fall. The Board is to be broadened to twenty, with further regional representation. The annual meeting will be changed to fall to coincide with the start of a new school year. Mr. Mackenzie suggested that Mr. Freeman's fine report be published in the Alumni Bulletin.

Parents' Council

Mr. Green reported that the Book Fair had made a profit of \$1,057.74 and commended Mrs. W. Chester Cobb and Mrs. Harold A. Field for their joint efforts. The Parents' Council has recommended that the formal teas previously held at the start of the school year be given up and effort concentrated on the Open House and the Book Fair. The Council voted to give \$50 to the Children's Concert Committee of the Rhode Island Philharmonic Orchestra.

Consideration of the disposition of the treasury is under way, projects under consideration being ways to supplement teachers' pay with fellowship opportunities to allow summer study. The inadequate state of teachers' salaries at the School was stressed. Mr. Green reported that since the Parents' Council collected \$1,435 in dues, the possibility that an

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Annual Giving program would yield at least this much was evident. It was suggested that the desired greenhouse of the Science Building also be considered as a Parents' Council project.

Pension Committee

Mr. St. John said that although it had been hoped that definite proposals could be offered at this meeting, the necessity for more extensive study by the Committee made this impossible. Mr. Towl pointed out that study revealed that even after \$100,000 had been used to start the Pension Plan with T.I.A.A. as planned, the School would need a minimum of \$200,000 more to make the plan workable. Therefore with so many needs pressing at the School, some work must be done to figure how to get maximum pension benefits for the teachers at minimum rates. With only two members of the senior staff under 35 years of age, the problem is imminent. Since 1946 when the first pension plan was introduced, the picture has changed. (Under that set-up, there were generous benefits but they were limited to a few recipients - those who retired in the service of the School.) Since that time the School has ~~waived its tax-exempt position~~ become eligible for Social Security benefits. These include benefits for a faculty widow, disability allowances and death benefits. The Committee earnestly hopes to use the \$200,000 backlog for pensions in the most effective way and will make definite proposals in the near future.

Under the 1946 arrangement a man would draw about three-eighths of his salary. \$6,000 a year in the budget has been charged to pensions and income from the Pension Fund has produced \$4,000 more yearly. This sum is about adequate to finish out pensions for those retiring in the near future.

Upon motion duly made and seconded, it was voted that the report be accepted with commendation. Upon motion duly made and seconded it was voted to approve in principle the plan in respect to campaign funds raised as outlined by the Executive Committee in the minutes of January 23, 1957. The foregoing proposals were for the purpose of implementing the commitments previously noted in respect to pensions.

Headmaster's Report

Mr. St. John spoke concerning approximate salary levels of older and younger members of the faculty. He reported that older men earn salaries close to those of the Providence Public Schools (top of \$5200 in the public schools) if the value of their apartment in a school-owned house is considered. Women in the Lower School have salaries below those of the public schools, even when room and board are considered for those Moses

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Brown teachers who live in the House. The salary increases for next year help greatly, but still leave women teachers at a relative disadvantage.

A Merit Scholarship was won by a senior, Franklin W. Robinson, and Stephen B. Decker won an Alliance Francaise scholarship, a trip to France this summer.

Nominating Committee

Mrs. Sherman presented the following slate:

For new members of the Board of Trustees:

For 3 years	W. Chester Cobb
" " "	Foster B. Davis, Jr.
	(with the thought that he would become Trustee Treasurer if such an office is created)
" 2 "	Mrs. Dwight H. Owen
	(to fill out the unexpired term of William H. Edwards)

For officers of the Board of Trustees: (1 year terms)

President	Roger M. Freeman, Jr.
Vice-President	Thomas Perry, Jr.
Secretary	Mrs. Dwight H. Owen

For the Executive Committee of the Board of Trustees:

Roger M. Freeman, Jr.	Margaret G. Sisson
X Dr. Thomas Perry, Jr.	Frederick C. Tanner
Gren O. Pierrel	Charles H. White

Upon motion duly made and seconded it was voted that the Secretary be empowered to cast one ballot for the slate as read.

Mrs. Sherman presented two recommendations by the Nominating Committee:

- 1) That the Board appoint a By-law Committee to study the following proposals and take action:
 - a) That six more members be added to the Board of Trustees, three from the general public and three from the Committee on Moses Brown School and Lincoln School, and that insofar as possible, the Friends be local representatives or those in a position to attend frequent committee meetings.

son and W. Bodine

For Officer of the Board (1 year term)
President

For the Executive Committee (1 year term)
Mr. J. H. ...
Mr. J. H. ...

Upon motion duly made and seconded the following resolution was adopted: That the ...

1) That the ...

a) That the ...
b) That the ...
c) That the ...
d) That the ...
e) That the ...
f) That the ...
g) That the ...
h) That the ...
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o) That the ...
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r) That the ...
s) That the ...
t) That the ...
u) That the ...
v) That the ...
w) That the ...
x) That the ...
y) That the ...
z) That the ...

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- b) That the Past President of the Alumni Association and the Past President of the Parents' Council not be automatically assigned to the Board, but rather that the Nominating Committee be empowered to fill these two places on the Board, looking naturally to the ranks of the alumni and parents for board candidates, but keeping also in mind the overall needs of the Board.
 - c) That the post of Trustee Treasurer be added to the officers of the Board in accordance with the wishes of the School Committee, and his duties defined.
 - d) That the Executive Committee include all the officers and be enlarged.
- 2) That the Nominating Committee be appointed early in the year.

Upon motion duly made and seconded it was voted that a By-law Committee be appointed. Upon motion duly made and seconded it was voted that the proposed Treasurer, Mr. Foster B. Davis, Jr., be invited to meetings of the Executive Committee.

Dr. Perry spoke with deep appreciation of the effort made by Mr. Edwards as President of the Board of Trustees. Upon motion duly made and seconded it was voted to extend to William Henry Edwards the profound thanks of the Board of Trustees for his four years of service.

Mr. Edwards then turned the chair over to Mr. Freeman, the new President, who spoke of his willingness to bend every effort to the position to which he had been called.

Martha P. Sherman

Secretary

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COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL

The Committee on Moses Brown School and Lincoln School met Fifth Month 7th, 1957, at ten o'clock in the morning in the Living Room at Lincoln School. Those present were: Winnifred Barrett, Russell D. Brooks, Alexander M. Burgess, Jr., Ruth C. Burgess, Henry C. Foster, Mary Hoxie Jones, Daisy N. Newman, Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Andrew R. Towl, Virginia Townsend, Willard H. Ware, Charles H. White, Walter H. Wood, Frederick P. Austin, Jr., Roger M. Freeman, Jr., Marion S. Cole, George St. John, Jr. Excuses for absence were received from: Moses Bailey, Edith L. Buffum, Phebe F. Perry.

Special welcome was extended to Roger M. Freeman, Jr., the newly elected President of the Moses Brown Board of Trustees, meeting with us for the first time.

George C. St. John, Jr. supplemented his written report. He first spoke of the progress with the Science Building plans and the anticipated Ground-Breaking Ceremony on May 17 as part of Father and Son Day celebration. In referring to the budget for next year he recommended including a pension item of approximately 10% of the salary figure. In connection with honors that have come to the School through certain students he spoke of the less obvious successes where faculty members have had faith where ability was less apparent and students have overcome difficulties - have learned and learned how to learn.

Gren O. Pierrel spoke for the Building Committee to which he has given much time and valuable service. The contract for a \$96,000 Science Building is about to be awarded. We were reminded the funds for this are available after the earmarking of \$100,000 of the Development Fund to Pensions, \$50,000 of which is in hand and \$50,000 anticipated from the payment of pledges in excess of that amount.

Clerk Thomas Perry, Jr. reported the Moses Brown School Trustees voted to accept the recommendations of their Executive and Building Committees that they authorize the construction of a new Science Building at a total cost of \$96,000 in accordance with the May 2nd memorandum of Cull, Robinson & Green, with Frank N. Gustafson & Sons, Inc. as contractor, and to transmit their vote to the School Committee for such action as it might deem proper. We approved the construction of the Science Building and instructed the Clerk of the New England Yearly Meeting of Friends to sign the necessary contracts.

Andrew R. Towl spoke for the Pension Committee of Moses Brown School. Further study is indicated to make most efficient use of the funds now available. We are currently \$200,000 short

of the amount needed to join T.I.A.A. with the benefits we would like to assure to all those who have served the School. In the meantime the 1946 plan now in effect augmented by Social Security benefits assures those under the plan of a total yearly income on retirement of more than half their annual salary.

In supplementing her written report Marion S. Cole spoke particularly of the new building which is already exceeding expectations in its anticipated utility and beauty. From among the greetings from Providence secondary schools and Rhode Island colleges received for placing in the cornerstone she spoke particularly of a beautiful scroll from Brown University. When she sought their permission to keep it for exhibition and bury a picture they volunteered to provide a facsimile for burying. Planning for the relocation of activities made possible by the new building continues. Upper School Science is now assured transfer this summer to the second floor of the present Lower School building. An anonymous gift of \$5,000 makes this possible. Freshman and sophomore Study Hall will be moved to the vacated laboratory in the main building, freeing the first floor Study Hall for sufficient chairs in addition to junior and senior desks and chairs for comfortably holding Chapel and other assemblies in this room when it is not feasible to go to the gymnasium auditorium for them. The present junior high Study Hall will be available for Upper School Art and the Studio, the refurbishing of which will have to be delayed for financial reasons, will house the Library. The Friendly Fair, held Fifth Month 4th, was outstandingly successful in reaching its three goals: raising money, publicizing Lincoln School, and getting a large group to work together harmoniously. For this we are grateful to the whole Lincoln School Family and to the able leadership of Betty Gifford and Barbara Ridgely. The \$3,269 raised by the Fair is to provide a combination playground and skating rink.

Miss Cole reported the following revision in the by-laws of the Board of Trustees of Lincoln School adopted at their meeting Fifth Month 6 to increase the size of their Executive Committee:

Article II, Section 4. The Board of Trustees may elect annually from its number an Executive Committee of not more than nine members. This number shall include the President of the Board. A majority of the members of the Executive Committee shall be Quaker members of the New England Yearly Meeting Committee for Moses Brown and Lincoln School. The Board may delegate to this Committee such powers in the management, direction, and supervision of the affairs of the Trustees as it may deem advisable.

We approved this.

Helpful charts for understanding the committee structure of the Lincoln School Development Program and the need for increased tuition income were circulated.

Reporting for the Nominating Committee, Ruth C. Burgess, Clerk, announced her resignation from the School Committee because of her impending change of residence to Pennsylvania. It was suggested that Gren O. Pierrel be added to the Executive Committee of the Committee on Moses Brown School and Lincoln School. This we approved.

We appointed to the Nominating Committee George I. Bliss, Charles F. Brown, Alexander M. Burgess, Jr., Phebe F. Perry, Margaret G. Sisson, and Lyra T. Wolkins. Margaret G. Sisson was named convener.

Gren O. Pierrel spoke of his concern for thought and study as to whether our current and traditional device of majority membership on the School Trustee Boards and Executive Committees was the best for carrying out the functions that are the responsibility of the School as laid down in our minutes of Tenth Month 7, 1952. Daisy N. Newman spoke of her concern for better understanding and public relations between the Yearly Meeting and the School Committee and the Schools, and Henry Foster of the unfortunate self-perpetuating tendency of the Committee. The Executive Committee was asked to give more thought to these concerns.

After Marion S. Cole and George C. St. John, Jr. were excused Margaret G. Sisson reported that the names of six prospective candidates for Headmistress had been brought to the attention of the Committee on the Inevitable Change in Administration at Lincoln School. She spoke of the committee's desire to add a member of the faculty to their number. We approved asking Dorothy Gifford to serve.

The Minutes of the meeting of the School Committee on Second Month Fifth, 1957 were approved as circulated.

The Committee recessed at 12:20 for a delicious luncheon in the History classroom where we were joined by Nancy St. John.

The afternoon session, beginning at 1:45, was chaired by Russell Brooks and considered Finding and Implementing Educational Aims in a Friends' School. From the Moses Brown faculty Leo H. Cole, F. Warren Howe, Jr., Basil G. Meserve, George C. St. John, Jr. and Nancy, and William P. Taber and Frances, and from the Lincoln faculty Marion S. Cole, Louise M. Cool, N. Irene Eddy, Maude A. Fowler, Dorothy W. Gifford, Mildred G. Grisley, Meta A. Lynes, Marie Louise Werfelman and Edna Campbell White were with us for all or part of the afternoon sessions as their teaching schedules allowed. We were helped in getting started in the sharing of our concerns by questions posed in outline form by Russell D. Brooks and by his introduction in which he reviewed the different types of Quaker schools. In the course of our deliberations he was able to give us some information regarding the new Quaker High School in the organization of which George I. Bliss has been interested. It is to

be family and Meeting centered, located on a subsistence Farm, counsel taught, and students will be expected to devote four hours a day to guided study, four to work, and four to their own pursuits.

In our discussion of the aims of a Quaker School we were reminded that the criteria we would be likely to use would be pretty generally subscribed to in the consideration of the effectiveness of any school. It is perhaps as George St. John, Jr. suggested, a matter of degree of emphasis on certain aspects of the school life and program that we would anticipate being greater in a Quaker school, a deeper concern for simplicity, conciliation, and social justice. We seemed agreed that the faculty of a school is most responsible for its influence by their teaching and their Way of Life.

In addressing our thoughts to where and how the School Committee could be a source of guidance to the Schools and to the Yearly Meeting Dorothy Gifford urged us to visit classes and maintain a closer contact with the Schools so that when we spoke for them we would know whereof we spoke.

We by no means exhausted the topics for consideration in this tremendous question of the goals of Quaker Education and our possible contribution to the achievement of them before our 3:30 p.m. adjournment, but we did have areas brought to our attention for further thought and study and we left challenged to make our contribution as valuable as possible.

Virginia Townsend

Recording Clerk

A few questions in outline form designed to prompt discussion at the afternoon session of the meeting of the Committee for Moses Brown & Lincoln Schools.

- 1) What kind of emphasis should be made?
 - Scholastic achievement
 - Character building
 - Development of inquiring minds
 - " " social conscience
 - " " well-adjusted persons
- 2) In striving toward the goals chosen, what kind of curriculum will be most useful? Should the curriculum be slanted toward:
 - Preparation for the next educational step
 - " " a vocation
 - Things which the student will take satisfaction in knowing
- 3) What should be the attitude of the faculty toward the students and the curriculum in a Friends School? Pushing, pulling, leading, helping, driving, understanding?
- 4) What kind of relation to the sponsoring group can best aid the school in achieving its goals?
 - a) A close working relationship -- which can be too domineering from the school administration's point of view
 - b) A distant, "absentee-landlord" relationship -- which can become too much a hands-off situation from the sponsor's point of view
- 5) Should a sponsoring group which is not well represented on the faculty or in the student body expect to exert its influence in the operation of the school? If so, why and in what way?
- 6) How can the sponsoring group justify its position if it is not represented in school affairs and does not actually participate in the day-to-day operation of the school?
- 7) How should a committee or board of trustees regard itself after its appointment?
 - Should it look more toward the object of its concern, the school, feeling that it is given the right to exercise its judgement?
 - Should it look more toward the appointing group, feeling responsible to reflect the thinking and interests of that group so far as it can do so?

Note: I hope that all of you on the committee will come "with hearts and minds prepared" for a searching and friendly discussion of the basic issues that are at stake for all concerned with the schools in Providence -- the Yearly Meeting, the Administration, the parents and the students, as well as the alumnae and all others who are part of the "school community"

Russell Brooks

Rec'd
5/3/57

At a conference on Friends Education, held at Woolman Hill, 4 mo. 12-14, 1957

1. The conference convened at 8:00 P.M., 4 mo. 12. George Bliss was appointed presiding clerk, John Kaltenbach recording clerk, and the minutes from the conference of 1956 were read.

2. Exploratory discussion began around the question from the previous minutes, "Why are so many Friends children not in Friends schools?" Many now are refused admission on scholastic grounds because the standards of academic competition are steadily being pushed upwards. The sources of this academic segregation are not only intellectual, however, but also are rooted in social and economic differences reflected in IQ testing. Existing schools do not recognize individual gifts sufficiently to reward and respect straight A's and manual superiority equally. This again is a reflection of social attitudes outside the school. the basic question is whether a school should be socially determined and prepare students for the existing realities of the social order, or whether a school should pioneer and attempt to break through present conventional social and academic patterns.

3. We feel there should be an area of common experience for the intellectual and mechanically minded student. Ideally this area exists in the home, but society limits what parents can do, so there is a need for schools which can enlarge this area of common experience. This should be one of the aims of a Friends secondary school. However, education is a process that no one can do for another and cannot be imposed from without. We must look for opportunities and schools where children can find their own way to becoming unified and whole persons.

4. In worship we were asked whether the environment of the Meeting for Worship might become not only the background but the constant medium in which all school activity takes place. One step in this direction is a daily and regular beginning of school life in a Meeting for Worship. Another necessary step is the selection of teachers for the school community whose lives are under the constant discipline of the leading of the Holy Spirit. We hope the compulsion for attendance at Meeting for Worship would arise from the inward need of the learning community. We recognize that the effectiveness of such meetings does not depend on the presence of large numbers and may often be more real in small groups. The extension of the Meeting for Worship into the total life of the school means, in Friends terminology, that we expect a school to be conducted by, and in the spirit of, a Meeting for Business.

5. The optimum size of a secondary school appears to be about fifty from an educational view and to range upward in multiples of 25 to about 300 for maximum economic efficiency. In balancing educational ideals and economic realism, we need to be careful that parents and Meetings do not exploit the dedication of teachers. There is a need to readjust some of our values. If we believe a child's education is worth more than the price of a new automobile, we should face up to whether we really want education or bigger and more cars, and we should decide now if we are willing to pay in full for what we really want in the way of education. None of us can see a way in which the basic operating cost per student per year can be brought below \$1200 for boarding students, and this figure does not include plant costs.

6. Several methods of school financing were suggested: A Yearly Meeting assesment that would cover total school costs and provide free tuition to its members; a preinsurance plan for students, to be purchased by parents at children's birth; and a cooperative type parent-teacher organization.

7. Present schools cannot be kept in full communication with the body of Friends behind them unless direct channels of relationship are kept open. In the present organization of New England Yearly Meeting, the existence of Boards of Trustees, of whom many are not Friends, between the Yearly Meeting and the Schools, diminishes the importance and influence of the Quaker origin and testimony of these schools. Schools and Yearly Meeting might both profit by clarifying this relationship through discussion and study beginning at the Monthly Meeting level.

8. We suggest that if an experimental school is to be started in the Western Massachusetts area Connecticut Valley Quarterly Meeting be requested to grant permission for establishment of an independent school within the Quarterly Meeting limits.

9. The conference shifted its attention to a consideration of the curriculum of Friends Education. Criteria from which courses can grow must be established. The need for unified individuals and a better world lead, as early Friends said, to the study of "all things civil and useful" which center in understanding one's self and one's world. We feel that specific curricular content may be less important than the communication of an attitude of learning which we recognize in a willingness to seek and acknowledge Truth in all its forms and wherever it may lead.

George Bliss summarized the current thought about an experimental school. Basically it would be a school without a plant in the usual sense. A cottage system of faculty homes open to boarding students would be supplemented by community neighbors interested but not directly involved in counselling students. There would be no formal classes beyond seminars growing out of the whole school interest. Each day would be divided into three 4 hour periods, one for academic counselling, one for community work and service, and one of free time in which the student would be expected to pursue his own interest.

The school community itself would pool its resources and draw annual salaries from tuition and subsistence from a farm operation. The cost per student annually is estimated at \$1500, but payments would be on a sliding scale basis.

Laboratory work will be directed toward the environment with a minimum of standard laboratory equipment.

Admission to the school community will depend first of all on the conviction of the child and his parents that the values of this way of life are what they seek, namely, a worship centered way of learning and conducting business.

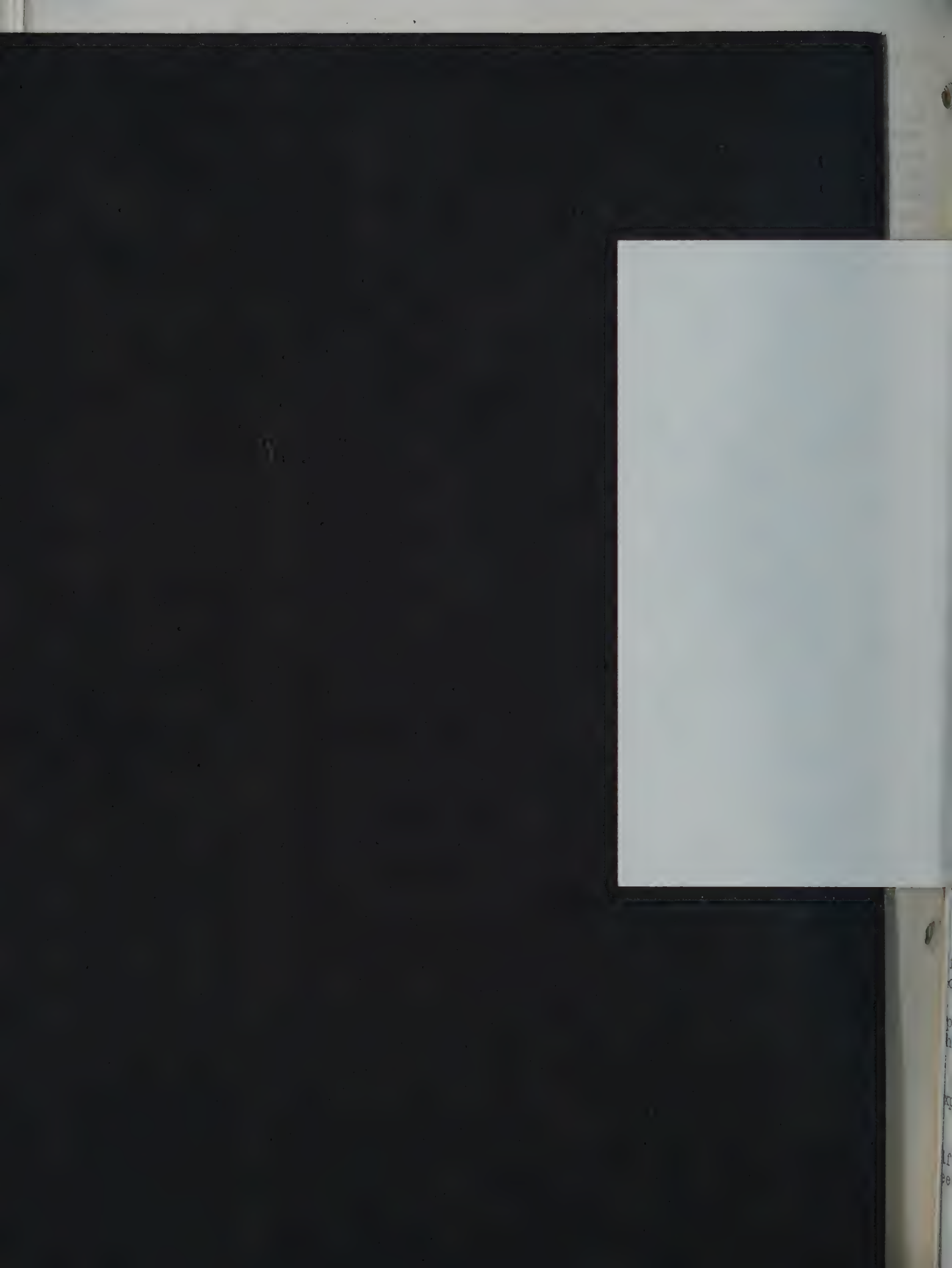
11. The conference adjourned at 11 AM, 4 mo. 14, 1957, and entered into a Meeting for Worship.

George I. Bliss, Presiding Clerk
John E. Kaltenbach, Recording Clerk

no
minutes
for
special
meeting
of
Board of
Trustees

held

5/22/57



Committee on M.B.S. and I.S.S.

A special meeting of the Committee on Moses Brown School and Lincoln School was held Fifth Month 22, 1957 at the Turks Head Building in Providence in the Directors' Room of the Manufacturers Mutual Fire Insurance Company at 2 p.m. following a morning meeting of the Moses Brown School Trustees in the same room. Those present were: Thomas Perry, Jr., Clerk, Frederick P. Austin, Jr., Moses Bailey, Winnifred Barrett, George I. Bliss, T. Dwight Boole, Russell D. Brooks, Charles F. Brown, Alexander M. Burgess, Jr., Roger M. Freeman, Jr., Daisy N. Newman, Phebe F. Perry, Margaret G. Sisson, Andrew R. Owl, Virginia Townsend, Charles H. White.

The meeting opened with a period of silence after which Clerk Thomas Perry, Jr. again gave an excellent review of the administrative situation at Moses Brown School, and consideration given it in full and executive committee meetings since Fourth Month 30, 1956, when he and Alexander C. Purdy met with resident Seniors at their request. He said that to date he had kept George St. John, Jr. informed of our meetings but that at his request he would give him no further reports until after June 7. This makes it particularly important that no member of the Committee mention the deliberations of the Committee until after Commencement.

Very serious consideration of the existing situation was given and of George St. John, Jr.'s likelihood of gaining successful leadership of Moses Brown School. His educational policy, his integrity, his strengthening of the bonds between the School and the Society of friends and the Community we recognize and admire, but his weakness in administrative ability and aggressive leadership disturb us. We recognize that we need to face some of the questions raised in Mrs. Sherman's statement before we can be all the support we should be to Headmaster.

All present contributed verbally to the deliberations and the Clerk read from a letter from a group of members of Providence Monthly Meeting and from letters received from absent Committee members. After a deep and searching consideration of the current problems of administration of the Moses Brown School, it was felt that the resignation of George C. St. John, Jr. as of June 30, 1957 should be accepted. The Committee was united in its appreciation of his integrity, his loyalty to the School, and his analysis of the needs of the School during the two years he has served as Headmaster of Moses Brown School.

The Clerk of the School Committee and the Chairman of the Board of Trustees of Moses Brown School, with the advice of the Executive Committee (of the School Committee) if desired, are asked to appoint a committee to nominate a new Headmaster. They are empowered to appoint a pro-tem Headmaster if necessary. They are asked to see that a suitable financial settlement is made with George St. John, Jr.

We authorized borrowing up to \$25,000 if necessary to cover expenses incurred by Moses Brown School through the summer.

As not all present had received the minutes of the meeting of Fifth Month 7, 1957 consideration of them was postponed until our meeting during Yearly Meeting.

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MOSES BROWN SCHOOL
PROVIDENCE, R. I.

HEADMASTER'S STUDY

In all the sports, student managers take a great deal of detailed responsibility, as they have done for many years, and student committees cooperate actively in running the occasional dances and the annual Father and Son Day. We shall continue to build on the tradition of student responsibility where it is already well developed and shall work to spread student participation in new areas.

In mental training we shall continue to search for the best ways of stimulating lasting intellectual curiosity and student initiative - both in the classroom and out. We have experimented with honors divisions in some subjects in the effort to give fullest opportunity to those who have the greatest capacity for extensive reading and for the solving of difficult problems in mathematics. We believe this arrangement serves the average boy well also because it allows greater attention to his particular needs in the division to which he is assigned.

The success of Moses Brown boys on standard reading and achievement tests is testimony to their ability and effort and to their solid training. Three-quarters of our boys in both Lower School and Upper School earn scores which place them in the upper half of independent school students. This means that the boys are gaining real understanding of what they read and real competence in composition; it means they are developing minds that can handle words and ideas at a high level.

We do not for a minute forget the growth of boys who are average in academic accomplishment. Their gains in self-confidence, in the capacity for steady effort, in human understanding and in ideals may be more important for them and for the world than any competitive honors. The issues of life are not decided primarily in the library or the research laboratory, no matter how many important things are done there.

New clubs have been formed for boys who are keen on particular hobbies. The Radio Club has a room of its own, and our hams talk to Alaska and England; a Discussion Club for younger boys has met steadily through the year; a group has been formed to discuss comparative religion; debating has been revived, and Moses Brown debaters have won honors in speaking at Bowdoin, the University of New Hampshire, and the University of Rhode Island. Exhibits by three boys won recognition at the Rhode Island Science Fair. Again this year a Moses Brown senior has won a National Merit Scholarship, and another has won a Certificate of Merit.

The first of these is the fact that the
population of the United States has increased
from 22,000,000 in 1880 to 76,000,000 in 1900.
This increase has been due to a number of
causes, but the most important is the
immigration of foreign-born people.

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MOSES BROWN SCHOOL
PROVIDENCE, R. I.

HEADMASTER'S STUDY

A steady effort has been made to keep before boys some of the major concerns of Friends - for social justice, for peace-making, for reverence, for the life of the spirit. Many on the faculty and many in the senior class have shared in leading our morning worship. Among those guests who have spoken to our boys this year are: Vera Brittain, Jean Fairfax, Peter Funke (representative of Young Friends in Germany), John Kaltenbach, David Kinsey (on A.F.S.C. work in Israel), Edward Manice, Floyd Moore, Alexander Purdy, George Selleck, Richard Taylor (on A.F.S.C. work in El Salvador), and Delbert Reynolds from the Friends School at Ramallah. Eric Johnson from Germantown Friends School and George Bliss have given talks to the faculty.

The School tries through its language teaching to open doors to another country. Students of French are active in the Junior Alliance Francaise of Providence. One such student has won a full scholarship trip to France. Ten boys took part in the United Nations Model Assembly in Rhode Island.

All boys in the English classes of the junior year have written essays this spring on some minority group - whether Apache Indians, American Negroes, Mexican migrant laborers, or another minority. The reading and study on this topic leads to greater understanding of one of the pieces of unfinished business in our democracy.

During 1956 over twelve hundred people have contributed \$235,000 to the Development Fund. This is seriously short of the \$400,000 goal for the campaign, but it helps the School enormously in allowing us to strengthen the Faculty Pension Fund and in allowing us to build the Science Wing. Ground was broken on May 17 for a one-story Science Wing which will include laboratory-classrooms for Biology, Chemistry, and Physics. For the sake of economy each of these laboratories has been cut to a minimum size, twenty-eight feet square. The laboratories will meet well, however, this one part of the School's need for more adequate teaching space and equipment.

There are other urgent needs if the School plant is to be adequate for the present four hundred boys - and the heavy pressure of applications makes us search our minds for ways of serving a larger number at some levels. The proposed Intermediate School Building would allow types of learning projects which are not now possible, and it would add places for thirty or forty boys in the School. We need to modernize our library. We need in time better athletic facilities - we have simply a twelve-and-a-half yard swimming pool, and it is quite

THE HISTORY OF THE
CITY OF BOSTON

The city of Boston, situated on a neck of land between the harbor and the bay, was first settled by the English in 1630. It was then a small town, but it grew rapidly, and by 1690 it had become one of the largest cities in the colonies. The city was the center of the Puritan movement, and it was here that the first American Revolution began. The city was the seat of the first American government, and it was here that the first American constitution was adopted. The city was the birthplace of the American Republic, and it was here that the first American president was elected.

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MOSES BROWN SCHOOL

PROVIDENCE, R. I.

HEADMASTER'S STUDY

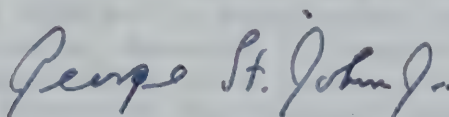
a triumph that the swimming team is nevertheless able to place six among the forty schools in the New England Interscholastics.

We need to make the School attractive to skilled and concerned teachers. An increase in tuition will make possible moderate salary increases and will also allow a substantial indirect increase in faculty remuneration through annual saving for pensions. A part of the new income will be reserved for scholarships. Even with the new income there is no margin in the budget. The School's ability to meet growing costs, including salary changes to bring our teachers at least up to the level of those in the Providence public schools, will necessarily depend upon another rise in fees or on organized annual giving by alumni and parents and friends or on both together.

The bequest of one thousand dollars from the late Frances E. Wheeler is a great inspiration to all of us. For many years Frances Wheeler gave herself to Moses Brown School and then to Lincoln School with rare ability and complete devotion.

For the generous gifts of many Friends to Moses Brown School during the past year and for the dedicated interest of those who have worked long and hard on School affairs, all of us on the faculty give grateful thanks.

Respectfully submitted,



George St. John, Jr.,
Headmaster

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

A special meeting of the Executive Committee of the Committee on Moses Brown School and Lincoln School was held at the home of Thomas Perry, Jr., Clerk, Sunday, June 2nd, at 3 p.m.

The specific purpose of this meeting as stated in the call was as follows:

"At this meeting the first order of business will be to accept my resignation from the School Committee immediately."

"Secondly, the Committee will have to consider the request of a School Committee member that the decision made at our recent meeting be set aside."

Present were: Thomas Perry, Jr., Clerk, George I. Bliss, Russell D. Brooks, Alexander M. Burgess, Jr., Henry C. Foster, Lyra T. Wolkins, Charles H. White.

An excuse for absence was received from Walter H. Wood. Also absent: Andrew Towl.

The Clerk, in calling the meeting to order, asked for a period of silence.

Charles H. White was appointed recording clerk for the meeting.

Thomas Perry, Jr. stated that because of the great demand on his time required by duties in connection with the clerkship and because of increasing demands in connection with his profession, it was imperative that he be granted an immediate leave of absence as Clerk of the School Committee.

Before considering the above further, the Clerk read a letter received from Ruth Burgess, a member of the School Committee, in opposition to action taken at a previous meeting of the School Committee in accepting the resignation of George St. John as Headmaster of Moses Brown School, effective as of June 30, 1957.

After due deliberation the Executive Committee felt that the School Committee action was determined only after all the facts had been fully and freely discussed by all members present. An entire day had been taken with a Trustees meeting in the morning followed by a meeting of the School Committee in the afternoon. The Trustees voted in favor of securing a new Headmaster.

MOSES BROWN SCHOOL

A special meeting of the School Committee on Tuesday, January 14, 1914, at the home of Thomas Brown, Jr., at 10 o.m.

Specific business was discussed as follows:

At this meeting the first order of business was to report on the work of the School Committee during the past year. The report was made by the Chairman, Mr. Thomas Brown, Jr., and was well received. The report was then discussed and the Committee decided to accept it.

The next order of business was to discuss the report of the Committee on the work of the School Committee during the past year. The report was made by the Chairman, Mr. Thomas Brown, Jr., and was well received. The report was then discussed and the Committee decided to accept it.

An excuse for absence was given by Mr. Thomas Brown, Jr., and the Committee decided to accept it.

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After the deliberations the Chairman, Mr. Thomas Brown, Jr., presented a report on the work of the School Committee during the past year. The report was well received and the Committee decided to accept it.

Executive Committee Meeting of Committee on Moses Brown School
and Lincoln School - 6/2/57

While the Committee expressed regret that Ruth Burgess opposed the action taken by the School Committee, the Executive Committee felt that the action taken by the School Committee under date of Fifth Month 22nd, 1957 should proceed as directed.

The Committee felt that Ruth Burgess' letter should be read before the next regular meeting of the School Committee in order that all members of the Committee should be familiar with her point of view.

Alexander Burgess volunteered to advise Ruth Burgess of the Committee's action.

Thomas Perry's request for a leave of absence as Clerk was received with profound regret. Members expressed the hope that he might continue at least until the expiration of his term of office. However, the Committee, upon hearing the Clerk's explanation, were agreed that it would be unfair to press the matter further.

The Committee accepted the Clerk's request for a leave of absence to become effective immediately with a deep sense of loss of the services of one who has won our confidence, admiration, and great respect. Every member present expressed deep appreciation for Tom's untiring efforts, his integrity, his fairness in presenting the school problems, and his devotion to the duties of his office for the past two years.

Charles H. White was appointed Temporary Clerk.

Approval was given to have the Headmaster of Moses Brown School and the Headmistress of Lincoln School make the school reports at the Yearly Meeting.

A discussion developed from remarks made by Gren O. Pierrel, who suggested the need for a study of both Schools to more clearly define the responsibilities that should be shared by the Yearly Meeting and the School Committee; also to determine possible ways of integration whereby greater economies and more effective administration of the Schools might result.

It was suggested that monthly meetings of the Executive Committee of the School Committee be held to keep more closely in touch with current school problems and organization procedure.

It was suggested that the Executive Committee should be composed of local members to insure regular attendance.

Executive Committee Meeting of Committee on Moses Brown School
and Lincoln School - 6/2/57

The Executive Committee approved referring Gren Pierrel's
concern to the newly constituted Executive Committee for
further consideration.

The meeting then concluded.

CH WHITE

Recording Clerk for the day

The Committee on Moses Brown School and Lincoln School met Sixth Day evening, Sixth Month 21 during New England Yearly Meeting of Friends at Lasell Junior College in Auburndale, Massachusetts at 9:30. Those present were: Winnifred Barrett, George I. Bliss, Russell D. Brooks, Charles F. Brown, Alexander M. Burgess, Jr., Marion S. Cole, Henry C. Foster, Phebe F. Perry, Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Andrew R. Towl, Virginia Townsend, Willard H. Ware, Charles H. White, Lyra T. Wolkins and Walter H. Wood.

The meeting opened with a period of silence.

Charles White explained that he was presiding as temporary clerk as Thomas Perry, Jr. had asked at an executive committee meeting on June 2, 1957 for a leave of absence due to the pressure of professional responsibilities. The Minutes of the meeting of Fifth Month 7 were approved as circulated and those of Fifth Month 22 were approved as read. The Recording Clerk was asked to circulate the latter among those absent from both the Fifth Month 22 and Sixth Month 21 meetings.

The Recording Clerk read from the Minutes of the executive committee meeting in which Charles White was asked to serve as temporary clerk.

The report of the Scholarship Committee awarding \$3,695.50 to Lincoln School students and \$2,139.50 to Moses Brown School students for next year was accepted. This division of the \$5,835.00 in scholarship funds available was made, as it has been for some time, according to the number of Quaker students enrolled in the two schools during the past school year. Details of the specific awards were not included in the report. In no case did the award exceed the individual's need and in most cases it did not meet it.

A letter from Ruth Burgess to Thomas Perry, Jr. dated May 25, 1957 expressing her concern over the School Committee's decision of Fifth Month 22 regarding the Headmastership of Moses Brown School was read.

George St. John, Jr.'s

The letter from George C. St. John, Jr. to Thomas Perry, Jr. dated May 10 which contained ~~the letter's~~ resignation was read, as well as a letter from the Headmaster to the School Committee dated June 20 expressing regret for a lack of freedom of communication with the Committee which he had felt, and sharing hopes for Moses Brown School.

Gren O. Pierrel reported that he, Mary Hoxie Jones, Alexander C. Purdy, Foster B. Davis, Jr., Robert H. Goff, Thomas E. Steere, Jr., and W. Chester Cobb had accepted appointment to the committee to select a temporary Headmaster, and they looked forward to the assistance of Barnaby C. Keeney, Francis Parkman and Thomas Perry, Jr. as consultants. Gren O. Pierrel gave a progress report for the committee. Likely candidates have been located and interviews with them scheduled. Mr. Pierrel reported an interview with

The Committee on Moses Brown School and Lincoln School was held Day evening, Sixth Month 21 during New England Yearly Meeting of Friends at Larell Junior College in Andover, Massachusetts at 7:30. Those present were: Winifred Barrett, Joseph I. Wilson, Russell L. Brooks, Charles F. Brown, Alexander M. Burgess, Jr., Nathan S. Cole, Harry C. Foster, Phoebe F. Perry, Owen G. Pierson, Alexander G. Purdy, Margaret G. Sisson, Andrew R. Towle, Virginia Townsend, Milner A. Ware, Charles H. White, Lyle T. Workman and Walter R. Wood.

The meeting opened with a period of silence.

Charles White explained that he was presiding as temporary clerk as Thomas Perry, Jr. had asked at an executive committee meeting on June 2, 1957 for a leave of absence due to the pressure of personal responsibilities. The minutes of the meeting of Fifth Month 7 were approved as circulated and those of Fifth Month 22 were approved as read. The Recording Clerk was asked to circulate the latter among those absent from both the Fifth Month 22 and Sixth Month 21 meetings.

The Recording Clerk read from the minutes of the executive committee meeting in which Charles White was asked to serve as temporary clerk.

The report of the Scholarship Committee awaiting \$1,495.50 to Lincoln School students and \$2,139.50 to Moses Brown School students for next year was accepted. This division of the \$3,635.00 in scholarship funds available was made, as it has been for some time, according to the number of Quaker students enrolled in the two schools during the past school year. Details of the specific awards were not included in the report. In no case did the award exceed the individual's need and in most cases it did not meet it.

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George A. Jones

The letter from George A. Jones, Jr. to Thomas Perry, Jr. dated May 10 which contained ~~an~~ resignation was read, as well as a letter from the Headmaster to the School Committee dated June 20 expressing regret for a lack of freedom of communication with the Committee which he had felt, and sharing hopes for Moses Brown School.

Owen G. Pierson reported that he, Mary Hoxie Jones, Alexander G. Purdy, Foster B. Davis, Jr., Robert H. Bell, Thomas E. Steere, Jr., and W. Chester Cobb had accepted appointment to the committee to select a temporary Headmaster, and they looked forward to the assistance of Barnaby G. Kenney, Francis Parkman and Thomas Perry, Jr. as consultants. Owen G. Pierson gave a progress report for the committee. Likely candidates have been located and interviews with them scheduled. Mr. Pierson reported an interview with

Robert N. Cunningham, formerly Dean of Admissions at Phillips Exeter Academy, as a possible Acting Headmaster. Mr. Cunningham's photograph was circulated and his qualifications were presented. A terminal financial settlement has been agreed upon for George St. John, Jr.

The Committee of the Yearly Meeting, appointed to consider the relationship of the School Committee to the heads of the two Schools, met with us in discussion and silence for nearly three hours. We wish to minute our appreciation of the assistance of Harold N. Burnham, Herbert Huffman, Wayne R. Jones, Margaret N. Morrison, Robert St. Clair and Florence M. Selleck. In our deliberations our attention was particularly on the Headmaster's problems. We reviewed situations with which the School Committee had become familiar and some of the inherent difficulties in the Committee and Trustee Board structure which admittedly is cumbersome but which has worked well for Lincoln School. The thought that George C. St. John, Jr. might not be certain that we supported his policies and ideals had not occurred to the School Committee before, and presented an area of possible misunderstanding. We learned that he would appreciate an opportunity to meet with the School Committee, and this meeting was scheduled for 1:30 June 22 if convenient with George St. John, Jr., that we might assure him of our respect and affection for him.

After a period of silence in which Alexander C. Purdy voiced our prayers, the special committee left and the School Committee acted upon the requests of Ruth C. Burgess and the Providence Monthly Meeting of Friends. Marion S. Cole and Alexander C. Purdy minuted our action as follows: Letters were read from Ruth C. Burgess and from the Providence Monthly Meeting of Friends, asking our Committee to reconsider its action with reference to George C. St. John, Jr. as Headmaster of Moses Brown School. The Committee reviewed its action in a four-hour session. For most of this session the special committee appointed by the Yearly Meeting was present and participated helpfully in the discussion. We were united in appreciation of the Friendly ideals and policies of George C. St. John, Jr. and of his gifts as counselor and guide of individuals and as a teacher of boys. We were also united in the judgment that his vocation is to this latter field rather than as a school administrator. The Committee, accordingly, after careful and prayerful consideration, reaffirms its previous decision.

The meeting adjourned at 1:45 a.m.

Virginia Townsend

Recording Clerk

Robert N. Townsend, formerly Dean of Academics at Phillips Exeter Academy, as a possible Acting Headmaster. Mr. Townsend's photograph was circulated and his qualifications were presented. A formal financial statement had been agreed upon for 1935-1936.

The Committee of the Yearly Meeting, appointed to consider the relationship of the School Committee to the heads of the two schools, met with us in discussion and silence for nearly three hours. We wish to minute our appreciation of the assistance of Messrs. A. Townsend, Herbert Hoffman, Wayne R. Jones, Margaret A. Morrison, Robert M. Clark and Florence M. Jellison. In our deliberations our attention was particularly on the Headmaster's problems. We realized situations with which the School Committee had become familiar and some of the inherent difficulties in the Committee and Trustee Board structure which admittedly is cumbersome and which has worked well for Lincoln School. The proposal that George D. St. John, Jr. might not be certain that we supported his policies and ideals was not returned to the School Committee before, and presented in view of possible misunderstanding. We learned that he would appreciate an opportunity to meet with the School Committee, and this meeting was scheduled for 1:30 June 22 in conversation with George D. St. John, Jr. that we might assure him of our respect and affection for him.

After a period of silence in which Alexander C. Purdy voiced our prayers, the special committee left and the School Committee met upon the request of Messrs. A. Townsend and the Providence Monthly Meeting of Friends. Marion D. Cole and Alexander C. Purdy minuted our action as follows: Before we read from Psalm 124:1-4, we considered the action with reference to George D. St. John, Jr. as a member of the Providence Monthly Meeting of Friends. The Committee retained the action in a four-hour session. For most of this session one special committee appointed by the Yearly Meeting was present and participated helpfully in the discussion. We were aided in appreciation of the friendly ideals and policies of George D. St. John, Jr. and of his gifts as counsellor and guide of individuals and as a member of our Yearly Meeting. We were also united in the judgment that his vocation is in this latter field rather than as a school administrator. The Committee accordingly, after careful and prayerful consideration, reaffirms its previous decision.

The meeting adjourned at 1:15 p.m.

Green O. Phelps, Secretary
Alexander C. Purdy, Recording Clerk
Jr., and W. O'Brien, Jr.
to select a temporary Headmaster
in assistance of George D. St. John, Jr.
with them scheduled.

Virginia Townsend

Minutes of Executive Committee Meeting of Moses Brown School and Lincoln School Committee - 7/22/57

Committee on Moses Brown School and Lincoln School - 6/22/57

The meeting of the Committee on Moses Brown School and Lincoln School was held at the home of George St. John, Jr. on Seventh Day 22 at 1:30 p.m. in room 31, Wasson Hall at Lasell Junior College. Those present were: Marshall B. Brooks, Alexander M. Burgess, Jr., Henry C. Foster, Dean H. Pierrel, Charles E. White, Acting Clerk. In addition, Robert Cool and Seth Gifford. The Committee on Moses Brown School and Lincoln School met with George C. St. John, Jr. on Seventh Day 22 at 1:30 p.m. in room 31, Wasson Hall at Lasell Junior College.

George St. John, Jr. spoke of the better spirit at Moses Brown School this year and the lack of any serious disciplinary problems. We endeavored to show George St. John, Jr. our affection and appreciation and were reminded that this should be extended also to Nancy St. John, who had given generously of herself to Moses Brown School the last two years. The Recording Clerk was asked to minute our appreciation and write Nancy St. John of our gratitude.

It was suggested that before the Acting Headmaster takes over, the Executive Committee might plan conferences with some of the Faculty and share with them the Committee's desires for the School.

The meeting adjourned at 2:45 p.m.

The School Committee during the coming year.

A discussion was held concerning the advisability of calling the School Committee meeting earlier than usual this year. There was a suggestion that the next fall meeting, which would be early this year, will be adequate, although an earlier date would be desirable on some grounds.

Virginia Townsend

Recording Clerk

Gren O. Pierrel reported for the Headmaster Selection Committee and covered in some detail the background of their consideration of the available candidates. He presented the factors which were considered prompting the Committee to select Robert H. Thompson as Acting Headmaster for the coming year.

The meeting adjourned at 6:10 p.m. to have an opportunity for a brief informal meeting with Robert Thompson.

Alexander M. Burgess, Jr.

Committee on Moses Brown School and Lincoln School - 6/22/57

The Committee on Moses Brown School and Lincoln School met with George U. St. John, Jr. on Tuesday, June 22 at 1:30 p.m. in room 17, Warren Hall at Lincoln Junior College.

George St. John, Jr. spoke of the better spirit at Moses Brown School this year and the lack of any serious disciplinary problems. We endeavored to show George St. John, Jr. our affection and appreciation and were reminded that this should be extended also to Nancy St. John, who had given generously of herself to Moses Brown School the last two years. The Recording Clerk was asked to minute the appreciation and write Mary St. John of our gratitude.

It was suggested that before the coming meeting, that over, the Executive Committee might give consideration to some of the family and share with them the Committee's desires for the future.

The meeting adjourned at 2:45 p.m.

Virginia Townsend

Recording Clerk

Minutes of Executive Committee Meeting of Moses Brown School and Lincoln School Committee - 7/22/57

The meeting commenced at 4:20 p.m. with a short period of silence. Those present were: Russell D. Brooks, Alexander M. Burgess, Jr., Henry C. Foster, Gren O. Pierrel, Charles H. White, Acting Clerk. In addition, Robert Cool and Seth Gifford were invited as new members of the School Committee. To the Board of Trustees. The Minutes of the previous meeting of June 2, 1957 were read and approved with minor corrections.

Gren O. Pierrel reported on the progress of the Building Program, indicating that the new building may be ready for occupancy during the coming school year. and staff and the homelike atmosphere. Henry C. Foster reported that no definite new information is available from the Pension Committee at this time.

The Annual Financial Report through June 30th was circulated in the group for study. This indicated a deficit of somewhat over \$17,000 for the year. numbering 224 boys.

Gren O. Pierrel raised the question of a survey of the educational status of Moses Brown School. It was felt that both the status of the School as a Quaker school and as an educational institution will need careful thought and exploration by the School Committee during the coming year. dining room. The school

A discussion was held concerning the advisability of calling the School Committee organization meeting earlier than usual this year. There is general agreement that the normal fall meeting, which occurs early this year, will be adequate, although an earlier date would be desirable on some grounds. Fornia, who is a

a graduate of the University of California. Gren O. Pierrel reported for the Headmaster Selection Committee and covered in some detail the background of their consideration of the available candidates. He presented the factors which were considered prompting the Committee to select Robert N. Cunningham as Acting Headmaster for the coming year. graduate

with the athletic program. The meeting adjourned at 6:10 p.m. to have an opportunity for a brief, informal meeting with Robert Cunningham.

College and White New York School. Group; Mrs. M. H. Burgess, Jr. Alexander M. Burgess, Jr. city, Colorado Lincoln Grade second grade. grades two and teacher.

Outing - During the first week of the afternoon they Amusements informal ball

The meeting commenced at 8:00 p.m. with a short period of silence. Those present were: Oswald A. Brown, Alexander M. Burgess, Jr., Henry C. Foster, Owen A. Pierrel, Charles H. White, Acting Clerk. In addition, Robert Earl and Jack Clifford were invited as new members of the School Committee.

The Minutes of the previous meeting of June 8, 1957 were read and approved with minor corrections.

Owen A. Pierrel reported on the progress of the Building Program, indicating that the new building may be ready for occupancy during the coming school year.

Henry C. Foster reported that he had received new information is available from the Federal Commission at this time.

The Annual Financial Report through June 30th was circulated in the group for study. This indicated a deficit of somewhat over \$17,000 for the year.

Owen A. Pierrel raised the question of a survey of the educational status of Moses Brown School. It was felt that both the status of the School as a Quaker school and as an educational institution will need careful thought and exploration by the School Committee during the coming year.

A discussion was held concerning the advisability of calling the School Committee organization meeting earlier than usual this year. There is general agreement that the normal fall meeting, which occurs early this year, will be adequate, although an earlier date would be desirable on some grounds.

Owen A. Pierrel reported for the Headmaster's Selection Committee and covered in some detail the background of their consideration of the available candidates. He presented the factors which were considered prompting the Committee to select Robert M. Cunningham as Acting Headmaster for the coming year.

The meeting adjourned at 9:10 p.m. to have an opportunity for a brief, informal meeting with Robert Cunningham.

Alexander M. Burgess, Jr.

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

THE HEADMASTER'S STUDY

To the Board of Trustees of Moses Brown School:
To the Committee on Moses Brown School and Lincoln School:

On Sunday, September 15th, the faculty formally welcomed the new Headmaster and his wife to Moses Brown at a reception in Alumni Hall. The friendly, cooperative spirit of faculty and staff and the homelike atmosphere of the School are at once remarkable. The school itself opened on Wednesday, September 18th.

The enrollment is the largest in recent years, if not in the history of the School, totaling 416. Of these, 68 house boys and 156 day boys comprise the Upper School, numbering 224 boys. In the Lower School there are 192 boys, all of them, of course, day students. For some months the School has been filled to capacity and has been compelled to turn away applicants at almost every level. With respect to increasing the number of boarders, the problem is not so much providing dormitory rooms as finding seats in study hall and dining room. The senior class this year numbers 48.

Faculty - We are beginning the year with a number of new faculty members: five in the Upper School, and four in the Lower. New teachers in the Upper School are E. Kenneth Bennett of Berkeley, California, a graduate of the University of California, who will teach English; Mr. W. Scott Corbett, a graduate of the University of Missouri and the author of a number of books for young adults, who will also teach English; Mr. Boyd A. Iseminger, Jr., a graduate of Brown University, who will teach mathematics, Latin, coach basketball and help to coach baseball; Mr. Maurice L. Pezet, of the Universities of Dijon and Paris, who will teach French; and Mr. Gennaro A. Zeoli, a graduate of Brown, who will coach football and help with the athletic program. In the Lower School Miss Lillias R. Matteson, a graduate of the New England Conservatory, will teach music; Mrs. Howard C. Nash, who attended Bennett Junior College and Wheelock College, and has taught in a Millbrook, New York School, will assist Miss Woodbury with the Pre-Primary Group; Mrs. Melford D. Spurgeon, who attended Bradley University, Colorado State Teachers' College, and has taught at Lincoln Grade School in East Peoria, Illinois, will teach the second grade. Mr. Allen has still to find an assistant for grades two and three. At present he is using a substitute teacher.

Outing - Nearly all of the faculty and house boys made the first week end of the term a memorable one. On Saturday afternoon they traveled by car to Lincoln Woods for a cook-out. Amusements took the form of swimming, horseback riding, and informal ball games. On the return trip nearly all of the cars

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stopped at a drive-in theater to see the movie "The Deerslayer."

Administration - The new Headmaster is continuing the administrative organization of the School very much as it has been in the past. The only significant change made thus far has grown out of his occupancy of the Headmaster's apartment in Middle House. His initial impression is that there may still be some slight overlapping of channels. The covering of a few assignments outside the classroom, moreover, is perhaps less satisfactory than it might be for two reasons: men are sometimes unavailable because they live outside the School or because they may be reluctant to take on responsibilities which they could probably handle well, but which they feel to be unduly burdensome.

Sunday Services - The Headmaster tried to persuade Dr. Alexander Purdy to take charge of the services again as he had for many years in the past. Dr. Purdy felt unable to do so although he has agreed to conduct services on Sunday, November 3rd. The Headmaster then appointed a committee consisting of Mr. Basil Meserve, of Reverend Charles Baldwin, Associate Minister at Central Congregational Church, and of Reverend E. C. Reckard, Chaplain of Brown University, to help in securing appropriate speakers for the Sunday services. The two clergymen have been most generous in agreeing to embark on that undertaking and also, on occasion, to speak themselves.

Science Building - Work has been progressing rapidly on the new Science Building. It is thought now that it may be ready for use by December 1.

Student Activities Council - As of this date the Headmaster has met twice with the Student Activities Council. They have expressed a real concern about the School and a readiness to participate as students in making it more effective. Thus far they are conducting one of the week-day opening exercises.

Gifts - Since the opening of School Mr. Benjamin R. Albert, father of one of last year's graduates, has presented the School with loud speaking equipment of excellent quality, adaptable to speaking, music, records, and sound movies; moreover, Mr. Albert has had the system properly installed in Alumni Hall.

Lectures, Speakers, etc. - We are only beginning to get under way with outside speakers for the year. On October 2nd Mr. Levinus Painter, who is appearing under the auspices of the American Friends Board of Missions, is scheduled to speak at the School.

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Faculty - Older members of the faculty are showing a genuine interest in helping new members of their departments in the classroom. With the thought of improving our teaching, some of them have discussed informally plans for older men to visit younger men's classes, and in turn for younger men to visit older men's classes. Following these visits, the two teachers will sit down together to talk over methods of teaching and ways of developing as effective teaching as possible.

Salaries - As a result of difficulties in filling vacancies which he found upon his arrival in August, the Headmaster offers very tentatively the observation that the School's salary scale ought perhaps to be reviewed. The quality of a school depends first and foremost upon the quality of its faculty. To compete with many other good schools in attracting able teachers, particularly at a time when there is a shortage of teachers and to enable our faculty members to live with dignity, though still modestly, we must, I believe, consider ways of raising our salaries. It may be possible to realize funds through reducing our staff by one or two teachers next year, through minor economies in various aspects of the School, and through the initiation of a program of annual giving among alumni and friends of the School. Somewhat inadequate faculty apartments, at least on some corridors, have further complicated making the best appointments.

Survey of the School - Before the Headmaster's arrival, some members of the Board had written to Francis Parkman of the National Council of Independent Schools about a possible survey of Moses Brown during the current academic year. The Headmaster is in entire sympathy with such an undertaking. It might prove especially beneficial at this stage in the School's history.

Finances - The fiscal year which closed on June 30, 1957 showed an operating deficit of \$17,975.28, which included \$2,066.15 added to the Pension Fund. This deficit can hardly be thought of as unexpected, since it is only \$942.78 in excess of the deficit budgeted. Increases in tuition for the current year should enable us not only to have a balanced budget but should give us an operating surplus.

The Acting Headmaster cannot conclude this his first report without expressing deep gratitude for the extraordinary helpfulness and cooperation already shown by members of the School Committee, by the Trustees, by the Faculty, and by the Staff with whom he has been working.

Respectfully submitted,

Robert N. Cunningham
Acting Headmaster

A meeting of the Board of Trustees of Moses Brown School was held in Alumni Hall Monday, September 30, 1957, at 7:30 P.M., Mr. Freeman presiding. Those present were: Mr. Robert Anthony, Mr. Moses Bailey, Mr. Charles F. Brown, Miss Edith L. Buffum, Dr. Alexander Burgess, Jr., Mr. W. Chester Cobb, Mr. Benjamin L. Cook, Jr., Mr. Foster B. Davis, Jr., Mr. Henry C. Foster, Mr. Roger M. Freeman, Jr., Mr. Robert H. Goff, Mrs. Dwight H. Owen, Mr. Gren O. Pierrel, Dr. Alexander C. Purdy, Mrs. Charles P. Sisson, Mr. Thomas E. Steere, Jr., Mr. Donald H. Taylor, Mr. Andrew R. Towl, Mr. Charles H. White, Mr. Robert Cunningham, Acting Headmaster and Mr. E. Harold Jernquist, School Treasurer. Those excused were: Mr. Ronald C. Green, Jr., Mr. Barnaby C. Keeney, Mr. Frederick C. Tanner, Miss Virginia Townsend, Mr. Walter H. Wood.

Minutes of the Annual Meeting, held May 6, were approved as circulated. Minutes of the Special Meeting, held May 22, were approved as read.

HEADMASTER'S REPORT

Mr. Cunningham discussed the following points from his written report, which was circulated before the meeting and filed herewith:

(1) The school enrollment is the largest in recent years, totaling 416. 68 house boys and 156 day boys comprise the Upper School, numbering 224 boys. There are 192 boys in the Lower School, all of them day students. The problem of increasing the number of boarders is not so much providing dormitory rooms as finding seats in study hall and the dining room.

(2) The faculty has been increased by nine new members; five for the Upper School and four in the Lower School.

(3) A welcome gift, of a public address system installed in Alumni Hall, has been received from Mr. Benjamin R. Albert, father of one of last year's graduates.

(4) The administrative organization is being continued as in the past with the exception of the occupancy of the Middle House Apartment. This was formerly occupied by Mr. and Mrs. Whitford and is now occupied by the Acting Headmaster and his wife.

(5) Dr. Alexander Purdy was asked to conduct Sunday Services, but, at the present time feels unable to do so. A committee was appointed to help secure appropriate speakers for these services.

(6) To improve teaching techniques, faculty members have a mutual agreement to reciprocate classroom visits, which will be followed subsequently by discussions between the teachers.

- (7) A review of all faculty salaries was recommended. This was based on the premise that the quality of a school depends first and foremost on the quality of its faculty. In the ensuing discussion, it was pointed out that one prime issue for losing faculty members was the low salary scale.

PARENTS' COUNCIL

Mr. Anthony reported on the disposition of the Parents' Council treasury, which amounted to \$1435.00 collected from annual dues last year. \$300.00 for 22 folding aluminum cots for the pre-primary class. Water Cooler installed for the Lower School boys. \$500.00 allocated for a Faculty Fellowship Fund. \$400.00 allocated for a public address system. The gift from Mr. Albert has left this amount available for further consideration by the Council.

Mrs. Harold Field is the Chairman for the Book Fair to be held November 6th and 7th. Her assistant is Mrs. Barnaby Keeney.

Four committees have been appointed by the Council for the ensuing year:

(1) Program Committee to work with Mr. Cunningham for more interesting meetings.

(2) Faculty Fellowship Fund Committee to work with Mr. Cunningham to determine the eligible faculty candidates for selection.

(3) Publications Committee who will make available, for parents, adult pamphlets concerning children, their psychology and problems.

(4) Traffic Committee who will study methods to alleviate the traffic congestion in and out of the school areas.

On motion duly made and seconded it was

VOTED that the Traffic Committee has the unanimous approval of the Board of Trustees to effect immediate traffic control in the manner they deem necessary.

Mr. Steere suggested the Council consider the possibility of determining their annual dues according to the number of children from each family in the School rather than the present per family dues.

ALUMNI ASSOCIATION

Mr. Taylor reported that at their Annual Meeting it was voted to enlarge the Board of Directors to twenty members. He stated that geographical distribution will be the basis, in the future, for Association representation rather than the majority of representatives being from the city of Providence.

An innovation, to bring the Alumni closer to the school program, has been initiated by having one individual from each

class, beginning with 1920 through 1957, agree to act as Class Secretary.

A letter of congratulations was sent to each graduating member of the class of 1957, to make them aware of the existence and interest of the Alumni Association.

Currently, there are 470 members paying annual dues of \$2.00. The Association feels very strongly that emphasis on an education program should be made at the present time before any further consideration is given to increasing the dues.

BUILDING COMMITTEE REPORT

Mr. Pierrel, the Chairman, announced that progress on the building is excellent and completion is expected by December 1. The aggregate cost is \$96,000.00.

The Committee, in their considerations of the overall building plan found it necessary to eliminate three items for financial reasons:

(1) A greenhouse and tank, which would cost approximately \$2,000. Through the generosity of one Trustee, who wishes to be anonymous, this addition is now made possible.

(2) Landscaping of the building.

(3) Venetian blinds for the two sides of the building, which are constructed of glass.

Recently, unanticipated monies have been received from additional gifts, short term investment funds and residue in the contingency fund. This amount would adequately cover the costs of the two omitted items, therefore, the committee recommended that they be authorized to provide these necessities to the new Science Building.

Upon motion duly made and seconded it was

VOTED to accept the recommendation of the Building Committee.

Upon motion duly made and seconded it was

VOTED to extend to Mr. Pierrel the profound thanks of the Board of Trustees for the invaluable contribution he has made to the School in his work with this committee.

DEVELOPMENT FUND TREASURER'S REPORT

Mr. Freeman, in presenting Mr. Charles Gross' report, pointed out the difficulty that this committee encountered in establishing specific memorials because of the varying amounts of the gifts, which ranged from \$4900 down to \$10.00.

The report, filed herewith, contained the following recommendations:

- (1) The four largest gifts should be memorialized in the following manner and with the following wording:

PHYSICS ROOM
IN MEMORY OF
ROBERT J. BEEDE, JR. '48
1930 - 1948

BIOLOGY ROOM
IN MEMORY OF
RALPH P. FARNSWORTH '53
1935 - 1955

CHEMISTRY ROOM
IN MEMORY OF
FREDERICK B WILCOX, JR. '33
1916 - 1939
AND
CARTER PALMER '38
1920 - 1945

These plaques are to be made of aluminum with a dark gray finish; the size to be twelve and one quarter inches in length and five and one quarter inches in depth. The plaque which memorializes two people would be the same length, but slightly deeper.

- (2) A memorial book, to be procured, in which the names of each contributor to the drive could be inscribed therein.

- (3) The name of the building to be called "L. Ralston Thomas Science Building." The committee felt it proper to honor the name of the Headmaster who contributed so devotedly of his time and energy for thirty three years. This aluminum plaque would be placed on the southeast corner of the building so that it can be seen as one approaches the building from under the arch. It would appear as follows:

L. RALSTON THOMAS
SCIENCE BUILDING

Upon motion duly made and seconded, it was

VOTED to accept the recommendations of this committee.

Miss Buffum recommended a vote of thanks be extended to Mr. Gross for his endeavors. The Secretary was instructed to write a note of appreciation.

FUTURE LOWER SCHOOL BUILDING

Mr. Brown recommended, for the permanent record, that if and when a new Lower School Building is constructed that it be named the "Seth K. Gifford Building." It was pointed out that Dr. Gifford was instrumental in promoting the idea of the Lower School within the community and was a most worthy person for this consideration. The consensus of opinion of this meeting was that this recommendation should be given serious deliberation at the proper time.

PENSION COMMITTEE REPORT

The Chairman, Mr. Towl, explained the proposed report of the Pension Committee which was circulated at the meeting and is attached herewith. Each trustee was urged to read this report and seriously consider all facets of this comprehensive proposal. A meeting is planned to have an open discussion for clarification of the recommendations so that the final proposal will be presented for adoption at the next Board of Trustees meeting. Their recommendation, in turn, will then be presented to the School Committee for adoption or rejection.

The proposed recommendations are:

(1) The 1946 (as amended in 1952) promise of pensions to present employees should remain unchanged.

(2) The pension promise to new employees should be altered basically to individual annuity contracts between the employee and TIAA-CREF with Moses Brown's responsibility limited to an agreed upon percentage of salary, forwarded currently to TIAA.

(3) Present employees should be given the choice of staying under the old or of going into the new plan (the latter being probably a wise choice only for relatively new, younger employees).

(4) The operating budget of the School should be charged each year 15% of the salaries of the participants of both old and new plans, from which sum the School would allocate:

- its obligation under Social Security (OASI)
- its contributions to TIAA
- the balance to the pension fund, 1946 plan.

(5) Under normal mortality and investment experience, the pensions promised under the 1946 Plan as amended in 1952 probably will be less than the income from investments and the additions from the operating budget for the next 15 years. All excess income, however, must be reinvested so that a substantial fund will be available then for withdrawals to meet promises to present Faculty who will then be retired. A total of \$750,000 may be paid out over the next 40 years under the 1946 pension promise.

Mr. Pierrel asked the Committee to present, at the next meeting, a complete financial breakdown as to all pertinent costs in re the proposed plan.

RESPONSIBILITIES OF THE BOARD OF TRUSTEES AND THE SCHOOL COMMITTEE

Mr. Cobb stated that in order for the Board of Trustees to assume their obligations and carry them out intelligently, he felt it necessary for them to know the demarcation of their responsibility from that of the School Committee regarding policies concerning Moses Brown. It was pointed out that the Board of Trustees may approve a policy that the School Committee may veto, therefore, it was the consensus of opinion of this meeting that it was felt necessary to clarify the functions of the two organizations.

SELECTION COMMITTEE REPORT

Mr. Pierrel, Chairman of the Committee, stated that the School Committee had authorized the organization of this committee and had delegated them with three specific responsibilities:

(1) Arrange for a satisfactory termination settlement with Mr. George St. John, which has been accomplished. It was agreed by the two parties that if he became employed a minimum salary of six months would be paid by the School.

(2) Secure an Acting Headmaster. The committee was extremely fortunate to secure the service for a one year period of Mr. Robert Cunningham.

(3) Nominate to the School Committee, a candidate for Headmaster. There have been consultations with people close to the School, faculty members, alumni groups, and the Parents' Council as to the needs of the School. Valuable suggestions have been offered by each group and will be discussed at a Committee meeting October 8. Letters have been written to possible sources and to date there have been thirty-five candidates suggested.

COMMITTEE ORGANIZATION

Mr. Freeman explained the current personnel of the Executive Committee. He discussed the necessity of organizing some standing committees which would enable the Board of Trustees to more effectively and properly administer their affairs.

Upon motion duly made and seconded, it was

VOTED that the Executive Committee be authorized to appoint such committees as they deemed necessary to fulfill the functions of the Board of Trustees.

BUDGET

Mr. E. Harold Jernquist presented a statement showing the proposed budget for 1957-58 and the profit and loss statement of 1956-57 for examination by the Board. The subsequent discussion brought forth two recommendations:

(1) The budget should be mailed to the members of the Board of Trustees for perusal before being presented for approval.

(2) The appointment of a Finance Committee is necessary to investigate the entire financial aspects of the School and report their findings to the Board of Trustees.

Upon motion duly made and seconded, it was

VOTED that this Board not accept the budget as presented.

Upon motion duly made and seconded, it was

VOTED that the Budget Report be referred to the Finance Committee, to be formed in the near future, and refer this back to the Board as soon as possible.

TUITION PLAN

Mr. Freeman explained this proposed plan to the effect that parents be given the option of paying school tuition on a ten month basis as contrasted to the current payment plan. All members of the Board of Trustees were requested to consider this suggestion before the next meeting.

INDEPENDENT SCHOOL BULLETIN

Mr. Freeman recommended that each Board member subscribe to this excellent publication as a worthwhile individual investment.

There being no further business, the meeting was adjourned.

Kathryn G. Owen

Secretary

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL

At the meeting of the Committee on Moses Brown School and Lincoln School held on Tuesday, October 1, 1957, a few moments of silence were followed by the reading of the 100th Psalm by the temporary chairman of the Committee, Charles White. After the roll call the Acting Headmaster, Robert N. Cunningham, and his wife were introduced to the Committee.

The first business of the Committee was to express to Frederick Austin, chairman of the Lincoln School Board of Trustees, the warm appreciation of everyone on this Committee for the vision and success which went into his work for the Lincoln School Fund. At this date the Fund stands at about \$333,000.

Miss Cole, in her report, announced the date for the dedication of the new lower school building to be Sunday afternoon, October 27th. She read a testimonial to the work, in the teaching of science, of Dorothy Gifford of Lincoln School, from the National Science Foundation in Washington. The Committee is united in feeling that this is a well merited recognition of Dorothy Gifford's exceptional service to the teaching of science.

A testimonial to Frederick G. Presbrey, chairman of the Building Committee for the new Lower School, on behalf of the Lincoln School Trustees, was read and united with. This Committee, conscious of the time, effort, and enthusiasm which he has expended in this work, directs that a letter be sent to him, expressing our appreciation.

The financial report of Lincoln School was read and approved. The budget for 1957-58 will be submitted at a later date when all figures are available.

Margaret Sisson, chairman of the Committee on the Inevitable Change, reported on the work of that committee, which at this point consists in letter writing and consultations. Since Miss Cole's resignation will not take effect until June 1959, the committee has ample time in which to look for a suitable Headmistress. Wayne Jones and Daisy Newman are appointed to fill vacancies on the committee caused by the loss of Mary Hoxie Jones and Virginia Townsend, whose terms on the School Committee have expired.

The minutes of the School Committee meeting of Sixth Month 21st were read and approved.

Roger Freeman, chairman of the Board of Trustees of Moses Brown School, made a brief report of the Trustees' meeting held on September 30th, commenting on the great interest felt in the School by the parents of the boys now in the School.

Robert Cunningham gave some impressions of his first days at Moses Brown. He and Mrs. Cunningham expressed appreciation of the warm reception which they have received from both the faculty and students of the School.

Gren Pierrel reported that the new science building is expected to be completed in December and ready for use after the holidays. The matter of placing a plaque in the Lower School Building, naming it for Seth K. Gifford, who was largely responsible for it, and one on the new Science Building named for L. Ralston Thomas, who came to Moses Brown as a teacher of science, was referred to the Executive Committee for immediate action.

As chairman of the committee to choose a permanent Headmaster, Gren Pierrel spoke of the satisfaction which the faculty and students were taking in the work of Robert Cunningham. This in no way lessened the responsibility of the committee in choosing a permanent Headmaster to take over in 1958. To this end meetings have been held with different groups connected with the School to get their ideas as to the type of Headmaster needed for the School. General questions were presented to each group for its consideration so that the various qualifications could be considered. Suggestions from the School Committee will be welcomed. There is now at hand a list of 37 names, suggested by leading Quaker educators across the country. If a qualified Friend can be found he will be the choice of the committee, but ability is the first consideration. In closing his report Gren Pierrel gave an account of the arrangement made by his committee with George St. John, Jr., which is as follows: "To continue paying Mr. George St. John his present cash salary rate during the period July 1 - December 31, 1957. If he should not be employed by that date payments will continue at the same level for an additional six months or until he is employed sometime during the additional period."

The authority of the committee to continue to look for a permanent Headmaster was questioned since its appointment had not been approved by the School Committee. Therefore, the School Committee now approves the continuance of that committee as constituted and adds to it Seth Gifford to replace Mary Hoxie Jones, and Alex. M. Burgess, Jr. as a new member.

The report of the Pension Committee was read (appended).

Necessary improvements, costing approximately \$5000., are ordered paid out of the School Improvement Fund.

The budget report for 1957-58 was read. Since it was not complete it was referred to the Executive Committee for action. The appointment of a Finance Committee for one or both Schools was referred to the Executive Committee.

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

Gren Pierrel brought up for discussion the possible value to the Schools of a Scholastic Survey which might be of help to new heads of the Schools when they take office. This Committee approves of such a survey, in principle, but is not ready to set a definite time for it to take place.

The recommendations of the Nominating Committee were read by its chairman, Margaret G. Sisson. They are as follows:

Clerk: Willard H. Ware

Recording Clerk: Margaret A. Cates

Executive Committee: T. Dwight Boole, Russell D. Brooks, Alexander M. Burgess, Jr., Henry C. Foster, Seth K. Gifford, Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Willard H. Ware, Charles H. White, Lyra T. Wolkins.

Lincoln School Trustees: George I. Bliss, Charles F. Brown, Edith L. Buffum, Margaret A. Cates, Robert N. Cool, Seth K. Gifford, Rudman Ham, Wayne R. Jones, Daisy N. Newman, Phebe F. Perry, Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Willard H. Ware, Charles H. White, Lyra T. Wolkins.

Moses Brown Trustees: Russell D. Brooks, Edith L. Buffum, Alexander M. Burgess, Jr., Karl H. Erickson, Henry C. Foster, Seth K. Gifford, Edward A. Manice, Gren O. Pierrel, Alexander C. Purdy, Margaret G. Sisson, Andrew R. Towl, Willard H. Ware, Charles H. White.

Scholarship Committee: Edith L. Buffum, Marion S. Cole, Robert N. Cunningham, Rudman Ham, Daisy N. Newman.

The report of the Nominating Committee was united with.

It was reported that Clerk Willard Ware was presently recovering from an operation.

Charles H. White was asked to continue as Acting Clerk until the Clerk is able to assume the responsibilities of his Office.

At the adjournment of the meeting lunch was served by the Moses Brown School staff.

Phebe F. Perry
Recording Clerk-for-the-day.

PROVIDENCE 1

MOSES BROWN SCHOOL - RETIREMENT AND PENSIONS

Proposed Report of Pension Committee to Trustees and to School Committee

During the past few years the consideration of pensions has been before the Faculty and governing bodies of the School on many different occasions:

- In 1946 the present pension plan was formulated,
- In 1950 the School accepted taxability in order to bring Faculty under Social Security,
- In 1952 the base salary was increased by \$500 for persons living in or getting housing allowances,
- In 1954 the Survey Report by Jones, Parkman and Tillinghast raised certain questions about pension adequacy,
- In 1956 at the request of the Headmaster, Walter Lillard, Jr. of New England Mutual Life Insurance Company, and the TIAA both studied the pension situation at Moses Brown,
- In 1957 we have faced several choices; in February proposed changes incorporated several desirable improvements but the proposals would obligate the School to an additional \$200,000 capital; in April \$100,000 was allocated to the Pension Funds from the Development Fund and the Pension Committee was asked to give further study to the whole question.

The Pension Committee, therefore, has tried to keep clear two related but quite different parts of the question: (1) the pension promise, and (2) the provision of money to keep those promises when the time for payment arrives.

Recommendations:

1. The 1946 (as amended in 1952) promise of pensions to present employees should remain unchanged.
2. The pension promise to new employees should be altered basically to individual annuity contracts between the employee and TIAA - CREF with Moses Brown's responsibility limited to an agreed upon percentage of salary, forwarded currently to TIAA.
3. Present employees should be given the choice of staying under the old or of going into the new plan (the latter being probably a wise choice only for relatively new, younger employees.)
4. The operating budget of the School should be charged each year 15% of the salaries of the participants of both old and new plans, from which sum the School would allocate:
 - its obligation under Social Security (OASI)
 - its contributions to TIAA
 - the balance to the pension fund, 1946 plan.
5. Under normal mortality and investment experience, the pensions promised under the 1946 Plan as amended in 1952 probably will be less than the income from investments and the additions from the operating budget for the next 15 years. All excess income, however, must be reinvested so that a

substantial fund will be available then for withdrawals to meet promises to present Faculty who will then be retired. A total of \$750,000 may be paid out over the next 40 years under the 1946 pension promise.

Background

The practices of retirement and payment of pensions were codified and formally adopted by the School Committee in 1946. A copy as amended in 1952 is attached. Supplemented by the U.S. Old Age and Survivor Insurance, which is paid for jointly by the participants and by the school, the 1946 plan will provide most of the present faculty more than two-thirds of their present salaries upon retirement. For the present long-service personnel no alternative plan with as large benefits seems feasible.

The concern here is with securing sound financial support, which is now well begun. Sound and consistent financial management will be needed; because by the time all the present group will have lived out their expected lives the School may have to pay out \$750,000 in pensions.

To attract and treat fairly the next generation of teachers and staff, however, requires a pension plan which takes more account of general mobility in our society. For that reason all new teaching, administrative and office staff (and certain present personnel who may elect to give up any claims under the 1946 plan) will be covered by individual contracts with Teachers Insurance and Annuity Association and College Retirement Equities Fund.

The policy of Moses Brown School is to make as great a provision for retirement income as is consistent with keeping the school continuously strong and responsive to the needs of all concerned.

A COMPREHENSIVE PROGRAM FOR RETIREMENT AND PENSIONS

I

THE POLICY ON RETIREMENT (For either Plan)

The date of retirement shall be the thirtieth of Sixth Month nearest the sixty-fifth birthday of the annuitant.

The School Committee, Trustees, and Headmaster may by special approval continue services beyond this point on an annual basis, or by special approval make provisions for retirement between the ages of sixty and sixty-five, with appropriate adjustment in pensions.

II

THE 1946 PLAN FOR PRESENT PERSONNEL WITH LONG SERVICE

The Plan is stated in full in Appendix I. Main points are summarized here to contrast this plan with the TIAA Plan for new personnel and those who may elect to give up any claims under the 1946 Plan. Benefits which come in the TIAA fall off sharply with advances in age of entry. Full details are available in the School Office.

Summary of 1946 Plan

Participants: - " all members of the teaching, administrative, and office staffs."

Eligibility : - " who reach the age of sixty-five "

- " in the service of the School twenty years or more "

- Basis: - "cash salaries ... not including perquisites "
 (Amount, (Exception added by ammendment 10-6-52)
 see - " \$500 shall be added ... where living in the School or
 below) where a house is provided " *
- Termination: - " death of the annuitant "
- Beneficiaries:- " no provision "
- Age: - see above I. THE POLICY ON RETIREMENT
- Financing: - " supported by the School "
- Modification: - " by the Committee at any time "
 - " past service on the same basis as the present "
- * Amount: - " one per cent of the average annual salary " (* \$500)
 (annuity) - " for the last ten years of service "
 - " multiplied by the number of years of service "

III

PARTICIPATION IN U.S. OLD-AGE AND SURVIVORS INSURANCE

The School Committee also indicated its determination to further liberalize the program later if it seemed feasible to do so. In 1950 the Committee adopted the enabling minutes which made possible the coverage of employees by the United States Old-Age and Survivors Insurance under the Social Security Law. It should be noted that the Social Security legislation is not compulsory for private, religious, educational institutions.

The School and employees have made contributions under OASI at 2% each, now 2 $\frac{1}{4}$ % each (and later to be increased percentages) of payrolls.

Benefits under OASI are illustrated in the following table from U.S. Department of Health, Education, and Welfare, OASI 35.

EXAMPLES OF SOCIAL SECURITY BENEFITS

	\$50	Average Monthly Earnings after 1950 ¹					
		\$100	\$150	\$200	\$250	\$300	\$350
<u>Retirement and Disability Insurance Payments</u>							
Monthly retirement benefit at 65 or later, or disability benefit at 50 . . . \$ 30.00		\$ 55.00	\$ 68.50	\$ 78.50	\$ 88.50	\$ 98.50	\$108.50
Monthly retirement benefit for woman worker, starting at: ²							
62	24.00	44.00	54.80	62.80	70.80	78.80	86.80
63	26.00	47.70	59.40	68.10	76.70	85.40	94.10
64	28.00	51.40	64.00	73.30	82.60	92.00	101.30
Monthly retirement benefit for couple, man 65 or over, wife starting at: ²							
62	41.30	75.70	94.30	108.00	121.80	135.50	149.30
63	42.50	78.00	97.10	111.30	125.50	139.60	153.80
64	43.80	80.30	100.00	114.60	129.20	143.70	158.30
65	45.00	82.50	102.80	117.80	132.80	147.80	162.80
<u>Survivors Insurance Payments:</u>							
Widow, widower, child, or parent (monthly)	30.00	41.30	51.40	58.90	66.40	73.90	81.40
Widow and 1 child (monthly)	45.00	82.60	102.80	117.80	132.80	147.80	162.80
Widow and 2 children (monthly)	50.20	82.60	120.00	157.10	177.20	197.10	200.00
Lump-sum death payment	90.00	165.00	205.50	235.50	255.00	255.00	255.00

¹ In figuring your average monthly earnings after 1950, you may omit
 • As many as 5 years in which you had low earnings
 • Any period in which your earnings record was frozen because you were disabled.

² Payments to women workers and wives are permanently reduced if started before age 65

IV

TIAA - CREF CONTRACTS FOR NEW PERSONNEL

The whole question of retirement and pensions has been under serious consideration by a special committee of Faculty, Trustees, and Yearly Meeting Committee Members. Interim reports have been discussed with various groups over the past two years. The conclusion emerges that of some of the advantages of individually vesting and the maximum recognition of past services are to be accomplished there must be a separation of plans for personnel having different service records and future interests. The need for such recognition is illustrated in the following table.

MOSES BROWN SCHOOL PERSONNEL

<u>Years of Age</u>	<u>Over 30</u>	<u>20 and under 30</u>	<u>10 and under 20</u>	<u>5 and under 10</u>	<u>under 5</u>
60 and under 65	////	/		/	
55 and under 60	///	/	//	/	
50 and under 55		/////	/		/
45 and under 50		/	/		//
40 and under 45					///
35 and under 40			//		//
30 and under 35				/	//
25 and under 30					///
20 and under 25					//

For those over 45 years of age and with 20 years of service at the School the advantages of the 1946 Plan are convincing; for in essence it promises a substantial amount for those who retire after 20 years of service to the School.

For those coming to the School early in a prospective career in education; the new plan has the advantage of personal ownership whether one spends his career at Moses Brown or elsewhere and considerable choice of death benefits before or after retirement, but probably a smaller annuity.

For present personnel not clearly in one of these groups individual circumstances would heavily weigh their selection of the new or existing plan.

After the date of this action, new employees shall not come under the 1946 Plan. They will of course be covered by the School's continuing acceptance of and contributions to the U.S. Old-Age and Survivors Insurance plan.

All new teaching, administrative, and office personnel of Moses Brown School hereafter will be covered by individual contracts with Teachers Insurance and Annuity Association and College Retirement Equities Fund when they have met the necessary conditions.

Present employees who may elect to give up their claims under the 1946 Plan may with the approval of the Headmaster, Trustees, and Yearly Meeting Committee transfer to the new plan.

The new plan is governed by two documents: the minute of the Yearly Meeting Committee and Board of Trustees and the individual contract between TIAA-CREF and the employee. Copies of these documents appear as Appendices II and III.

In summary these documents provide:

Participants: - all members of the teaching, administrative, and office staffs

Waiting period:-three years of service

-waived for one holding TIAA contract already

Retirement Age:- see above I. THE POLICY ON RETIREMENT

Contract: - between the individual and TIAA-CREF
- the property of the individual for the sole purpose of providing a retirement income and death benefit.

Contributions: - Moses Brown School shall contribute 10%, less the contribution it shall make to the U.S. OASI, of the cash salary of each individual employee (for those living in the School or having a house allowance, the sum of \$500 a year shall be added to the cash salary in making the computation)
- Individuals may make additional contributions in accordance with their individual contracts with TIAA-CREF

Application
of funds:

- The contribution of Moses Brown School shall be applied to the purchase of retirement benefits for the employee under his contract with TIAA, or at the employee's election one-half or less of the contribution will be used as a premium for an Equities Fund annuity certificate in the College Retirement Equities Fund.

V

IMPLICATIONS OF RETIREMENT AND PENSION PLANS FOR FINANCIAL MANAGEMENT OF MOSES BROWN

Thanks to the recent Development Fund and earlier accumulations under the 1946 Plan the School will have by the end of this year over \$200,000 in pension funds for investment.

In addition to the income from invested funds the School purposes, until all obligations under the 1946 Plan are discharged, to allocate 15% of salaries each year for the following retirement related purposes:

Allocation of 15% is illustrated by using \$160,000 as approximate current salary account. The total allocation would be \$24,000 of which there would be:

Applied to OASI charges (now $2\frac{1}{4}\%$),	\$ 3,600
to TIAA for new employees,	2,000
to pension investments,	<u>18,400</u>
	\$24,000

As retirements take place and new employees become eligible for TIAA, and as charges under OASI increase, the amounts added to pension investments will decrease.

Pension payments to those now retired are approximately \$9300 a year. They will reach a maximum, based on present salaries, of about \$31,000 a year after about 20 years, and then decline as mortality takes its inevitable toll. Over the next 40 years total payments as projected would amount to \$760,000 .

Until about 1973 (about 15 years) the income from invested funds as added to from annual allocations will probably exceed the pension payments; so that the reserve fund will actually be increasing substantially. Projections of normal life expectancy even extended for the satisfactions of a teaching career show that pension payments will not decline substantially until after 30 years. The building up of a reserve fund is, therefore, paramount. The School must face an annual charge of 15% of salaries unless funds become available from other sources.

In the development of this program, the committee submitted it to TIAA and to Mr. W.H. Lillard, Jr., New England Mutual Life Insurance Company, for their reactions. We were particularly anxious to determine whether or not we had taken all major risks into consideration. As the years pass it will become increasingly important to bear in mind Mr. Lillard's caution:

" Although this (program) may appear sound at the moment, it is subject to hazards which few industrial organizations would care to undertake when such an important matter as old-age income is involved. Some of the obvious variables which cause these hazards are investment rates, life expectancy, salary changes, turnover of personnel, and changes in policy resulting from changes in personnel of the School Committee. "

These hazards must not be minimized. The proposed program seems the best way to meet them in view of the resources and needs of the School.

PENSION COMMITTEE

Henry C. Foster
Robert H. Goff
E. Harold Jernquist
Everett B. Raines
Frederick C. Tanner
Andrew R. Towle, Chairman
Robert Cunningham, Acting Headmaster

Sept. or Oct. 1957

MOSES BROWN SCHOOL PENSION PROGRAM - MAY 1946

The Moses Brown School Committee at its meeting Fifth Month seventh, 1946, approved the recommendations of the Executive Committee with respect to a pension program for Moses Brown School. The following excerpts from the minutes of the School Committee meeting constitute a statement of the policy which the School Committee will follow for the present and indicate also its determination to further liberalize the program later if it seems feasible to do so. This statement makes definite and specific a policy which has in effect been in operation for some years.

"A pension plan for Moses Brown School is hereby established. It shall apply to all members of the teaching, administrative, and office staffs.

Under this program persons in the above categories who reach the age of sixty-five and have been in the service of the School twenty years or more are eligible for retirement with pension.

* (This pension will be based on the cash salaries paid by the School not including the value of living, house, or other perquisites. - See 1952 revision below*)

The amount received as an annual pension following retirement shall be one per cent of the average annual salary for the last ten years of service multiplied by the number of years of service.

The pension will end with the death of the annuitant and there is no provision for beneficiaries.

The date of retirement shall be the thirtieth of Sixth Month nearest the sixty-fifth birthday of the annuitant. Services may be continued beyond this point only on an annual basis by special approval of the Committee and the Headmaster.

Provision for retirement between the ages of sixty and sixty-five may be made with the approval of the School Committee and the Headmaster.

In the event of earlier retirement, however, the amount paid as pension will be smaller and will be determined on an approximate actuarial basis in comparison with the normal program.

For the present the pension program will be supported by the School and not have a 'mutual contributing' feature.

It is understood that this program may be modified by the Committee at any time, but in the event of a new schedule, it will include an allowance for past service on the same basis as the present plan.

While the present estimates indicate that it may be possible later to recognize room and board as part of the compensation for pension fund purposes, it is proposed that the plan recommended above be put into operation as of Seventh Month 1, 1946.

After five years of experience in operating the pension plan it is recommended that the experience be reviewed with the hope that the results will justify the modification of the plan so that room and board, or rent, may be included as part of the salary as a basis for computing the pension allowance."

* This pension will be based on the cash salaries paid by the School not including perquisites excepting that where living in the School or where a house is provided, the sum of \$500 shall be added to the average salary base for purposes of computing pension. 10/6/52.

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Appendix II
to be furnished by TIAA

Minute for Trustees and Yearly Meeting
School Committee to cover
TIAA Relationship

Appendix III
to be furnished by TIAA

Sample Contract
Between Individual and TIAA - CREF

Minutes of Executive Committee Meeting of Moses Brown School
and Lincoln School Committee - 12/17/57

A meeting of the Executive Committee of the Committee on Moses Brown School and Lincoln School was held at Moses Brown School twelfth month 17, 1957, at 4 P.M. Those present were: T. Dwight Boole, Henry C. Foster, Seth K. Gifford, Gren O. Pierrel, Willard H. Ware, Charles H. White.

Excuses for absence were received from Alexander M. Burgess, Jr., Alexander C. Purdy, and Lyra T. Wolkins.

The Clerk called for a period of silence.

Charles H. White was approved to serve as Recording Clerk for the day.

Clerk Willard Ware called for the reading of the minutes of the last meeting of the Executive Committee. The minutes were approved as read.

Henry Foster stated that he understood Robert Cool had been approved as a member of the Executive Committee at the School Committee meeting held in Tenth Month. A review of the minutes by the Clerk failed to substantiate this fact.

The Recording Clerk was requested to take up the matter with Phebe Perry, the Recording Clerk for the Tenth Month meeting, to ascertain the facts from the original copy of the minutes.

There was discussion as to the time and number of meetings to be held. It was generally felt that meetings of the Executive Committee should be held frequently. It was decided to hold the next meeting of the Executive Committee at Moses Brown School on Thursday, January 9, 1958, at 4 P.M.

Gren O. Pierrel, chairman of the Headmasters Committee, reported as follows:

Many meetings of the committee had been held. Every effort had been made to secure a Quaker candidate. Thirty-two Quakers had been considered as possible prospects. This list was developed from numerous sources such as representatives of the New England Yearly Meeting, retired successful Quaker headmasters, representatives of American Friends Service Committee, prominent Friends in education, professions, and industry. Several days were spent by the chairman in Philadelphia where a thorough investigation was made, including many personal interviews. Eighteen non-Friends have been carefully considered.

The popularity of the Acting Headmaster, Robert Cunningham, was mentioned. He is proving to be a top administrator and has the loyal support of faculty and patrons.

Gren Pierrel stated that only two of the Quakers seemed to be available and qualified, viz: Eric Curtis, Dean of Earlham, and Adelbert Mason, Director of Admissions at George School. Adelbert Mason was the leading Quaker candidate and had been highly recommended by Quaker headmasters active and retired, also on the part of competent Quakers in varied fields of service.

Adelbert Mason is giving the position serious consideration, as yet without commitment. There are three problems in particular which he is attempting to resolve in his own mind, viz:

1. Older faculty adjustments
2. Apparent division among Friends as to future policies
3. Cumbersome committee structure
4. Lack of personal experience in problems of the Lower School

The Executive Committee were unanimous in recommending that the headmasters committee invite Adelbert Mason to meet with them in early January 1958 for further consideration of his qualifications and availability as a candidate for the Headmastership of Moses Brown School.

The Budgets of both Schools were discussed. It was suggested that the Clerk talk to the heads of both Schools to discover possible ways of improving their present budget procedure and setting up a financial system that might result in effecting economies.

The Clerk suggested that the Executive Committee function as a Finance Committee.

The meeting concluded about 6 P.M.

Charles H. White
Recording Clerk for the Day

Minutes of the Executive Committee of the Committee on
Moses Brown School and Lincoln School

1/9/58

The Executive Committee convened in the study of the Headmaster at Moses Brown School, at 4:00 p.m., on January 9, 1958, the following being present: Alex. M. Burgess, Jr., Russell D. Brooks, Robert N. Cunningham, Headmaster of Moses Brown School, Henry C. Foster, Gren O. Pierrel, and Willard H. Ware, Clerk. Excuses for absence were received from T. Dwight Boole, Margaret G. Sisson, Charles H. White, and Lyra T. Wolkins.

After a period of silence, the Clerk appointed Alex. M. Burgess, Jr. to serve as recording clerk for the day.

The appointment of Robert N. Cool to the Executive Committee has not been confirmed by review of the original minutes of the previous School Committee meeting, and the matter will be referred to the next regular meeting in February.

The Clerk suggested that in the future all minutes of School Committee and Executive Committee meetings be made and approved individually during the committee session. This was generally approved.

The Clerk announced that it would be his policy to postpone all decisions in which no clear sense of the meeting is reached. He stated it as his policy to convene the Executive Committee frequently, at least once a month for the present, and requested that all members unable to attend notify him or the Headmaster's office at Moses Brown School in advance.

Gren O. Pierrel, as chairman of the Headmaster Selection Committee, reported on a meeting with C. Leroy Darlington, who was felt not to be as ready a candidate as Adelbert Mason, who has now revisited the committee for further discussion. It is not yet clear that Adelbert Mason is ready to accept the position if offered, but he is considered the leading candidate. The Selection Committee is ready to recommend him as their nominee at the coming School Committee meeting if he is ready to accept.

The matter of an educational survey of Moses Brown School was brought up for discussion. It was noted that Adelbert Mason favored such a study prior to the arrival of a new Headmaster. The Committee agreed that a communication be sent to him, stating our willingness to approve this if he is ready to accept nomination. Robert Cunningham was authorized to arrange with Francis Parkman to commence tentative planning for such a survey, subject to the approval of the School Committee.

The Clerk read a communication from Robert O. Anthony, Chairman of the Parents' Council, notifying him of the resolution adopted by them recommending substantial faculty salary

increases, even if it requires raising of the tuition, provided such tuition increases are allocated entirely to salary. Robert N. Cunningham spoke of the present salary level and stated that the scale impressed him as low.

He mentioned the possibility of withdrawal of about three Lower School and five Upper School teachers at the close of this year, and the fact that at the present salary scale replacements may be rather difficult. The heads of the schools are asked to assemble appropriate material on this matter to be available to the Clerk to permit its inclusion in the agenda for the February meeting of the School Committee.

The question of circulating the minutes of the Executive Committee meetings to the entire School Committee and the Heads of the Schools was raised and there was general approval.

The Clerk proposed that problems for discussion in both Executive Committee and School Committee meetings be communicated to him not later than a week in advance of the meeting date whenever possible. There was agreement that this should be tried.

Gren O. Pierrel suggested the possibility of a general action by the Executive Committee vacating all administrative posts held by the teaching staff at Moses Brown School on June 30, 1958, in order that the new Headmaster may make his own selections for these positions. The Committee approved of this, and suggested that Adelbert Mason be informed of this action.

The Clerk announced the dedication of the L. Ralston Thomas Science Building at Moses Brown School on January 19th, and the dedication of the Winsor and Jerauld Science Wing at Lincoln School on January 25th. He also called attention to the meeting for members of school committees to be held at Woolman Hill from January 24th through 26th.

After a short period of silence the meeting adjourned at 6:20 p.m.

Alex. M. Burgess, Jr.
Recording Clerk for the day

February 1, 1958

To the Trustees of Moses Brown School:

To the Committee on Moses Brown School and Lincoln School:

This report falls into two parts:

- (1) A brief chronicle of the first semester
- (2) Two recommendations

CHRONICLE

The semester has been both happy and difficult.

DIFFICULTIES

Let me touch first on the difficulties - which in their immediate impact on the School can be summed up in a single word: illness. At one time about 50% of the Upper School was out with "flu," and cumulatively over a period of two weeks, about 80%. (The percentages in the Lower School were somewhat smaller.) In addition, several members of the faculty have been ill for varying periods of time. Widespread illness of this kind cannot help disrupting the operation of any school in every area. It had an unsettling effect on our work and our morale.

The most disturbing illness has been that of the Dean, Everett Raines. Following a long and severe bout with "flu," Mr. Raines developed serious complications, which will limit his activity for the remainder of the academic year. This situation has necessitated providing substitute teachers for his classes, and an assistant with the Dean's duties. These provisions, in turn, have necessitated shifting schedules and adding to the load of other men on the staff. The result is less satisfactory teaching in some courses, as well as loss of continuity in some classroom teaching. Under these circumstances the work of the School has inevitably suffered; though I am gratified to report that overall the School appears to be coming through the ordeal remarkably well.

HAPPIER ASPECTS

And this leads to a happier aspect of the past few months. Mrs. Cunningham and I have been deeply moved by the personal friendliness and helpfulness of everyone on the Faculty. We have never encountered more kindly solicitude than that shown by those on the various staffs: office, dining room, housekeeping, and grounds. We are warmed by the readiness of boys to come in about their problems and by their gestures of affection. And those parents whom we have met have been remarkably cordial and deeply concerned about the welfare of the School. From all quarters we are the recipients of:

"....Little, nameless, unremembered acts
Of kindness and of love."

TC2/1958

STANDARDS

Such data as are available on classroom standards are grounds both for gratification and for feeling that there are areas in which we can do better. In the Lower School the median intelligence quotient for the total group of 173 pupils who took the Kuhlmann-Anderson tests during the autumn is three points higher than the median for the group which took the tests a year ago. The median I.Q. of the present group is about seven points above the independent school median for the elementary grades. In the area of achievement, the Lower School boys appear to be measuring up to their superior abilities. In every grade the median performance is above the independent school norm for that grade.

The American Council Psychological Tests given the Upper School during the autumn indicate comparable superiority in ability on the part of boys at each grade level: the median of the 8th grade being at the 62nd percentile of Independent School scores, of the 9th at the 55th percentile, of the 10th at the 79th percentile, of the 11th at the 70th percentile, and of the 12th at the 65th percentile.

Such College Board scores as we know for present seniors are less reassuring. The median performance in verbal aptitude is slightly below the median of all candidates taking the tests last May; the median performance in mathematical aptitude is slightly above. Both are well below the mean of a group like the present freshman classes at Princeton and Amherst. As yet we do not have achievement scores for our present seniors. The median of last year's seniors in every subject except French, however, was above the median of all taking the tests; but again below the median of the freshman classes at Princeton and Amherst.

NATIONAL MERIT SCHOLARSHIP

Of two candidates for a National Merit Scholarship, one has reached the semi-finals.

BEHAVIOR AND MORALE

Behavior and morale have on the whole been good. One boy has been required to leave for disciplinary reasons; two have withdrawn because of some degree of emotional disturbance.

ATHLETICS

In athletics we have won our share of victories. Our first team finished the football season with three games won, and three lost. In Cross Country our record was slightly better: four victories and three losses. Our "Middlers," much to the satisfaction of all concerned, had an undefeated football season.

TC 2/1958

"ACTIVITY OF THOUGHT"

Among the more gratifying developments of the autumn have been the initiative and excitement shown by different groups of boys. The debaters have embarked on an ambitious and successful series of debates. At the National Forensic League Congress in October one of our Fourth Formers received an award as the best speaker. At Bowdoin College three boys won first place awards, and one boy, a second place award.

Senior members of the Student Activities Council have undertaken to conduct one of the opening exercises each week and to help the faculty in supervising study halls. Our Science Club has gained notice in LIFE Magazine because of their successful rocket launchings. The mails have brought hundreds of letters of inquiry from British Columbia to Texas, and from Louisiana to Maine. Recently the French Department has set up a French-speaking table in the dining room, and Mrs. Monahan has the 7th grade participating in an exciting project on Rhode Island history. These activities are the very essence of vital education - not, of course, in their popular and spectacular effects - but in their evidence of active, critical, inquisitive minds, of self-reliance, of acceptance of responsibility. Education, as a part of culture, is "activity of thought and receptiveness to beauty and humane feeling. Scraps of information have nothing to do with it. A merely well-informed man is the most useless bore on God's earth."

ENTERTAINMENT

During the autumn the School has had the usual weekend entertainment for boarders in the form of Friday night movies and occasional weekend outings. At Hallowe'en the Headmaster and his wife had an informal party for all boarders, followed by Class skits in Alumni Hall. There have been informal dances with Lincoln School and Wheeler School girls, a formal dance for junior and senior boys and their guests, and an informal dance for boys in the first three Forms and their guests. The School has had teas for our guests after each home football game.

We have had speakers or entertainers at the School assemblies on several Wednesdays of the term, among them an alumnus, Peter Gardner, who gave a very effective rendering of folk songs, and Clark Fitzgerald, a sculptor of Castine, Maine, who gave a dramatic demonstration of how he works in metal. Shortly before Christmas the Proscenium Club, with the help of girls from Lincoln, put on three successful one-act plays, and the Glee Club participated in a program of Christmas Carols at Lincoln School, as well as in our own Christmas Vesper Service.

TC 2/1958

BOOK FAIR

The annual Book Fair held in early November under the able chairmanship of Mrs. Harold Field and Mrs. Barnaby Keeney, was highly successful. Almost 1600 books were sold, from which the School realized nearly \$1600, besides some 30 unsold books chosen with just this eventuality in mind.

TEAS AND DEDICATION

Other less usual events have been a series of teas given by the faculty and staff to introduce the Headmaster and his wife to the parents of each class, and the dedication of the L. Ralston Thomas Science Building on January 19. The new building makes available first-class facilities in science at a most appropriate time since the national need for superior training in this field has never been more urgent.

TRAFFIC AND SAFETY

Otherwise the School has taken steps to encourage safer driving on the grounds by posting warning signs at the entrances and at blind corners - and has made an officer available at peak driving periods to prevent traffic congestion.

RELIGIOUS SERVICES

Every other Sunday throughout the term we have had visiting speakers at our Sunday services, including such Friends as Dr. Alexander Purdy, Caleb Smith, and Herbert Huffman. And members of the faculty have taken boys to such youth conferences as those held at Northfield and those sponsored by the American Friends Service Committee.

PARENTS AND ALUMNI

Parents and Alumni have also been active. The Executive Committee of the Parents' Council has met regularly each month. Among their many activities they have initiated a survey of the lighting of the School, arranged a meeting of all parents for the winter, requested open houses - that is, occasions when they may visit sample classes, and made available a fellowship of \$500 to be used for professional improvement by a member of the Faculty for this coming summer. The Alumni Association have had two dinners and have appointed secretaries for each class, who are in the process of bringing their class lists up to date and securing information about their classmates.

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TC 2/1958

Having reported to you on the principal events and achievements of the school year thus far, I should now like to turn to two recommendations. Before presenting them, let me recall to you that, as Acting Headmaster for one year, I occupy a position unique in your experience and mine. Neither you nor I can fail to realize that one of the contributing reasons why my work and life here have been so pleasantly peaceful and agreeable is that on my side I have known that many knotty questions would have to wait to be dealt with by the permanent headmaster; and, on the side of the faculty and staff and boys, they have seen an early term to any sufferings they may be enduring at my hands.

This interim quality of my appointment puts me, with respect to my present report to you, in a comparable position of detachment, which I think we must all necessarily hope, for the sake of the School, never again to see duplicated.

I feel moved to use this unique situation to lay before you with complete openness both my judgment in the matters which I will discuss, and the full strength of my conviction about them. I owe you no less, and can do no other.

RECOMMENDATIONS

My two recommendations are (1) that a survey of the educational performance of the School be requested now of the Executive Secretary of the National Council of Independent Schools, and (2) that increases in tuition be adopted now for next year in order to make sizeable raises in faculty salaries.

SURVEY

(1) Let me present first and briefly the less pressing of the two recommendations. At the request of the Executive Committee of the School Committee, the Headmaster has already alerted Francis Parkman, the Executive Secretary of the National Council of Independent Schools, to the possibility of his being asked to arrange for such a survey in the immediate future. If such a survey is initiated at once, it will give a new headmaster a sound, objective basis on which to tackle his task. It will spare him apparent arbitrariness in some of the decisions he must make. In a time of crisis, it will enable him to get the School moving out of the doldrums without another year's delay. Finally both of the only two candidates for the headmastership with whom the Headmaster has discussed such a survey, favor it.

FACULTY SALARIES

(2) Now for the more urgent of the two recommendations - improved faculty salaries.

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There is an immediate and urgent reason for approving approximately a 20% increase in the salary budget. The quality of a school depends first and foremost on the quality of its faculty; and the quality of the faculty depends partly on their salaries. Without the Headmaster as yet having initiated any discussions with members of the faculty about next year, word has reached him directly or indirectly of eight persons who do not plan to return. While salaries are not the only consideration, they are a major one. If these eight and others leave, it is unlikely that they can be replaced by competent teachers at the salaries now being paid. Other good schools are paying more and offering more satisfactory living quarters. The salary range of independent schools in the top third of a survey reported by the National Council of Independent Schools is as follows:

<u>Schools</u>	<u>Low</u>	<u>Median</u>	<u>High</u>
Boys Boarding	\$2700+living	\$5250+living	\$10,500+living
Boys Day	4000	6000	8,100
Boys Day Elem.	3900	5100	8,000
Providence Public	3500	5048	6,175
Moses Brown	2800	3100	4,800+housing
	(no living)	(some living)	

The median salary for high school teachers in public school systems in cities of a half million population or more was \$6,326 in 1956-1957.

As to rates of salary increases in the last five years, reports from 400 independent schools show a range from 25% to 40%. Moses Brown's rate is 20% with the top four men in service - all department heads - having received only a little over a 7% increase.

Compared with other good schools, Moses Brown, then, is still low in actual salaries paid and is lagging in rate of salary increases.

But there are far more fundamental and urgent reasons for acting NOW. The nature of our times, suddenly brought into sharper focus by Sputnik, cry for vision and greatness NOW. We are a materialistic society, measuring success and status by cash and things. In such a milieu the popular respect for teachers and what they are striving for is not high.

Many are familiar with Voltaire's aphorism: "History is only the pattern of silken slippers descending the stairs to the thunder of hobnailed boots climbing upward from below," which, as Claude Fuesse points out, is just as appropriate for nations as it is for classes of society. If we are not, at

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any moment, to go the way of earlier empires, we have to recover - and that quickly - the pioneer spirit. We have to become more intellectual, more spiritual - and live our lives accordingly. Our goal must be excellence in these spheres. We must excel.

Only here and there are there voices who seem to grasp the nature of our problem in its entirety. Senator Fulbright is one. A few days ago in a speech before the Senate he asserted that we are headed for "national disaster" unless we can bring about "a true revival of learning." And in the last Atlantic, Barbara Ward, writing on the world situation, observes: "No society can survive if everything changes but its institutions; no society can stay sane if no one is to innovate except the technologists. Total sovereignty to the state is what egoism is to the individual - the last, holiest, most highly treasured source of all disaster." sentiments as pertinent to a school, as to a state or an individual.

This is the crisis, the need, and the opportunity. Moses Brown can grasp it or drop it (and don't think for a moment that inertia or indecision are not in themselves the equivalent of a decision). Prudent half-way measures are not enough.

Within the School itself there are compelling reasons for action NOW. During this autumn four of the older men on the faculty have come in to the Headmaster individually and have made essentially the same remark. "The School is weaker today than when I came here. We have deteriorated." Now whether the School has in fact deteriorated is not so important as the feeling that it has and the consequent seeping away of morale. What are some of the signs of a slipping morale? Loss of momentum, doing things the easy way rather than the best way, passing the buck, expecting special privileges at the expense of an institution, building up little proprietary bailiwicks within an institution, suspicion of one another, dominance of routine, if not ruts, complacency. There is scattered evidence of every one of these things at Moses Brown. The School appears to lack a clearly envisaged goal, an awareness of the cost of gaining that goal, a readiness to pay that cost.

These circumstances and these times demand magnanimity; for magnanimity begets magnanimity, just as the Quaker virtue of non-violence begets non-violence - and just as also, alas, niggardliness begets niggardliness. It is not likely, of course, that there will be a complete and gratifying response by every one on the faculty to magnanimous action by the Trustees and School Committee; but with additional funds available for the faculty, the solution can be pursued in many and diverse ways: Sabbaticals to refresh and reinvigorate men who now spend almost every spare vacation hour in



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tutoring camps or as floor walkers in stores while their wives work elsewhere, exchange of teachers with other schools both at home and abroad, comparable exchanges of pupils, more mutual visiting of classes by teachers - with subsequent discussions between them of how to teach better, increasing teachers' understanding of boys, now possible through acquaintance with some of the insights which explorers of man's personality in depth have brought to light; but the ways are almost endless. If in the end they fail in one or two instances, your successors and mine may have to decide whether to require resignations - with all the anxiety, bitterness, hardship, and conflict of loyalties which they stir up within a school community.

The proposal, in brief, is that the tuition be raised an average of \$150 a student, to create additional income of \$60,000. Such a figure should provide for all salaries and increases until September 1961. For 1958-1959 the proposal is to expend approximately \$30,000 for faculty increases, \$4,000 for increases to the staff, \$9,000 for two and one half additional teachers (a full-time music teacher for the Upper School (now half-time), a full-time reading teacher, a full-time athletic director for the Lower School), \$3,000 for a replacement to make sabbatical leaves for teachers possible, \$9,000 for the pension fund in addition to the \$6,000 already in the budget - making a total expenditure of \$55,000 in the first year and leaving a balance of \$5,000. In 1959-1960, with \$65,000 available, the proposal is to spend \$55,000 in the same way as in the preceding year and to add \$5,000 for small salary increases if needed, making a total expenditure of \$60,000 in the second year and leaving again a balance of \$5,000. In 1960-1961 the proposal is to expend \$60,000 as in the preceding year and to use the remaining \$5,000 for small salary increases if needed, making a total expenditure of \$65,000. (It is assumed that two related items can be provided for in the regular budget during the three-year period: small wage increases for the grounds, kitchen, and housekeeping staff, whose present wage-scales also present problems; and improvement of faculty apartments, particularly with respect to bathrooms.)

Such a program will provide a salary scale for teachers ranging from \$3,800 to \$6,500 in cash - or in cash plus perquisites - for 1958-1959, with provisions for small improvements in the scale during each of the next two years.

The proposal is practicable because the representatives of the Parents' Council have asked that a step of this kind be taken NOW. They are willing to pay more that they may have their children exposed to excellence. It will not only ease the financial plight of many of the faculty and put the School in a stronger competitive position to hold and to get

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good teachers, but should afford a tremendous boost in morale. It should call to the attention of the City of Providence that promising things are shaping up at Moses Brown - and lay the groundwork for more successful fund-raising in the future. Above all, it should show that Moses Brown is moving decisively to improve the quality of its education and meet the challenge of the times. In the end, to quote Alfred North Whitehead again, "Moral education is impossible without the habitual vision of greatness."

Such an effort by all hands (fanning out in many directions in the years ahead) is the only road to true salvation for you and me and Moses Brown and our culture.

"Wer immer strebend sich bemüht
Den können wir erlösen."

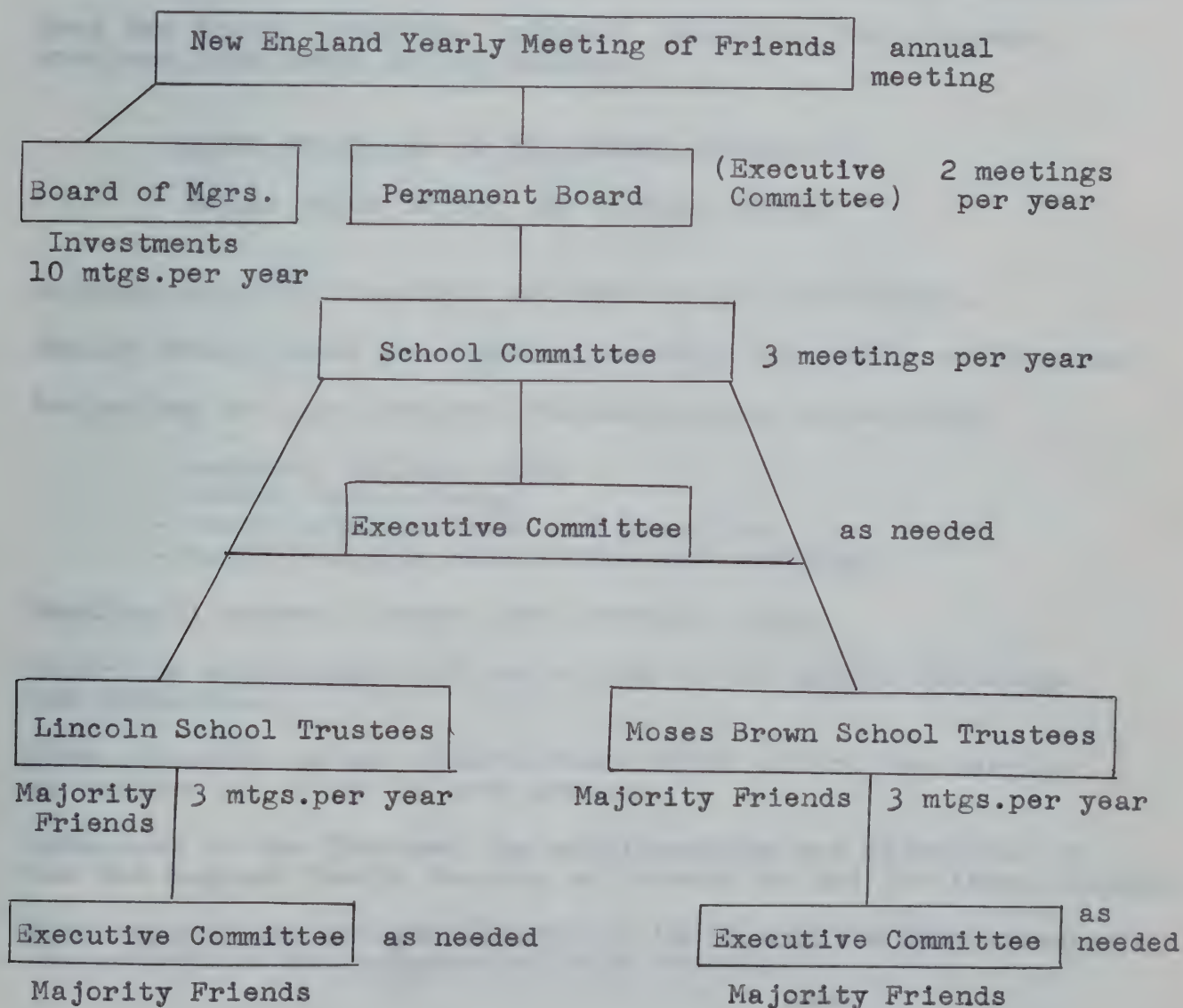
Respectfully submitted,

Robert N. Cunningham

MOSES BROWN SCHOOL AND LINCOLN SCHOOL

Moses Brown School and Lincoln School are owned and operated by the New England Yearly Meeting of Friends. A School Committee is appointed by the Yearly Meeting to give general oversight and supervision of both Schools. The School Committee shares the management of the Schools with two Boards of Trustees, one for each School, as restated in the Mid-Century Report. See back page of this statement.

The following organizational chart with a brief outline of functions is an effort to interpret this general statement into more specific terms of action and relationships. It has been prepared as an aid to better understanding concerning the more detailed nature and relationships of this cooperative partnership.



MAJOR FUNCTIONS OF THE BOARDS OF TRUSTEES

MOSES BROWN SCHOOL AND LINCOLN SCHOOL

Organize and conduct School activities under the general direction of the School Committee.

Develop and maintain cooperative relationships with parents, alumnae and alumni, and other community groups and institutions.

Maintain a quality of faculty and student body essential to the achievement of the educational and Christian citizenship goals of these Schools.

Make recommendations to the School Committee concerning budgets, tuition rates, properties and buildings, fund-raising, educational policies and practices, and other School activities.

Keep the School Committee informed concerning the progress, problems, and needs of the Schools.

MAJOR FUNCTIONS OF THE SCHOOL COMMITTEE

MOSES BROWN SCHOOL AND LINCOLN SCHOOL

Maintain general oversight and control of both Schools.

Employ School heads in consultation with the Boards of Trustees.

Review and act upon Trustee recommendations concerning:

- budgets, tuition rates
- loans, fund-raising
- educational policies and practices
- major building alterations and additions

Handle all current income from invested funds.

Supervise maintenance and protection of all school buildings and properties.

Give attention to any other matters which affect the service or welfare of either or both Schools.

Interpret to the Trustees the relationships and objectives of the New England Yearly Meeting of Friends to and for these Schools.

Make reports and recommendations to the Yearly Meeting concerning the activities and progress of both Schools.

Gren O. Pierrel - October 8, 1957

"We propose to organize a separate Board of Trustees for Moses Brown School after the general pattern of the Lincoln School Board of Trustees. The organization for the two Schools will then stand as follows:-

A. The Yearly Meeting Committee on Moses Brown School and Lincoln School

This is the committee responsible for both Schools. Decisions on broad educational policies, the buying, selling, and transferring of real estate, the incurring of indebtedness and the disposition of School funds, final approval of the annual budgets, the appointing of administrative heads of the Schools, and such other matters which affect the relationship of the two Schools (one with another and with the Yearly Meeting) are subject to ratification by the Yearly Meeting Committee.

B. Two Subsidiary Committees

1. To promote the best interests of Lincoln School a Board of Trustees, 24 or more members, chosen from parents, alumnae and friends, a majority of whom shall be members of the Yearly Meeting Committee on Moses Brown School and Lincoln School.
2. To promote the best interests of Moses Brown School a Board of Trustees, 24 or more members, chosen from parents, alumni and friends, a majority of whom shall be members of the Yearly Meeting Committee on Moses Brown School and Lincoln School.

The Committee is fully aware that independent schools in all parts of the country are increasingly confronted with changing conditions, requiring broad appraisal and the active participation of parents and alumni which the above organizational plan is designed to foster."

(Taken from Report at Mid-Century on the Present Status and Future Services of Moses Brown School and Lincoln School which was approved at a meeting of the Committee on Moses Brown School and Lincoln School held Fifth Month 6, 1952.)

A meeting of the Board of Trustees of Moses Brown School was held in Alumni Hall, Monday, February 3, at 8:00 P.M., Mr. Freeman, the President, presiding. After observing a moment of silence, roll was called. Present were the following members: Mr. Robert Anthony, Dr. Alexander Burgess, Jr., Mr. Chester Cobb, Mr. Foster B. Davis, Jr., Mr. Roger Freeman, Jr., Mr. Robert H. Goff, Mr. Barnaby C. Keeney, Mr. Edward A. Manice, Mrs. Dwight Owen, Mr. Gren Pierrel, Dr. Alexander Purdy, Mrs. Charles Sisson, Mr. Thomas E. Steere, Jr., Mr. Frederick Tanner, Mr. Donald Taylor, Mr. Andrew Towl, Mr. Willard Ware, and Mr. Robert Cunningham, Acting Headmaster. Those excused were: Mr. Russell Brooks, Miss Edith Buffum, Mr. Benjamin Cook, Jr., Mr. Henry Foster, Mr. Seth Gifford, Mr. Ronald Green, Jr., and Mr. Charles White.

The minutes of the meeting held September 30, 1957 were approved as circulated.

DEDICATION SERVICE COMMITTEE

Mr. Freeman commended this committee for the effective planning of the L. Ralston Thomas Science Building dedication ceremony held January 19. It was unanimously agreed that a vote of thanks be extended to Mr. Charles Gross and his committee for their services.

ALUMNI ASSOCIATION

Mr. Taylor reported that the Alumni Association dues has been increased from \$2.00 to \$5.00 for those members who were Alumni prior to 1943; for those from 1943 to the present date, the dues is \$3.00. Two dinners have been held since last fall. Future activities of the Association will be concentrated on an Annual Giving Program, which will include both Alumni and Parent participation and a dinner in honor of Mr. Cate, who will retire from the faculty in June.

PARENTS' COUNCIL

Mr. Anthony reported that the monthly meetings have been very well attended. Different faculty members have been invited to discuss their particular department at each Council meeting.

Announcement was made of the first Parents Association meeting to be held on March 3, in Alumni Hall. It is hoped that this will be an effective public relations activity which will promulgate a closer relationship between the parents and the School. The program will consist of a panel discussion between a representative of the School Committee, Board of Trustees, Parents' Council, Alumni Association, and the Development Fund. Following this, Mr. Robert Cunningham, Acting Headmaster, will present his observations of the total Moses Brown School program.

BY-LAW AND NOMINATING COMMITTEE

Mr. Cobb gave a progress report of the committee's study of the relationship of the School Committee and the Board of Trustees. Effort is being made to simplify the administrative structure of the policy organizations of the School.

At the next meeting of the Trustees, this committee will recommend specific By-Law changes. It is recommended, if and when these are approved, that each member of the Board of Trustees receive an individual copy to retain for referral and understanding of their powers and duties.

The committee is considering the proposal of the Treasurer that the Finance Committee be composed of three appointed members.

FINANCE COMMITTEE

Mr. Davis presented the revised budget, which was circulated at this meeting and is attached herewith. The anticipated income for 1957-58 is \$394,530.00 and the anticipated expenses for the same period is \$390,870.00. Included in the budget is a \$6,000.00 expense item for building and equipment repairs, plus the following unanticipated expenses:

- \$2,400.00 for additional insurance protection
- 1,000.00 for repairs needed on the driveway
- 1,000.00 required for substitute teachers
- 1,000.00 repairs needed in the boiler room

It was reported that the actual cost of pensions this year is \$9,270.00. To meet this expense, \$5,600.00 was received as dividends from the current pension fund and \$3,670.00 was budgeted from current income for pensions. An additional budgeted amount of \$2,330.00 will bring the total amount to \$6,000.00 available to meet the increased costs.

In the discussion which ensued, it was pointed out that an endowment fund of approximately \$450,000.00 is in the specific care of the New England Yearly Meeting.

Upon motion duly made and seconded it was

VOTED that the revised budget, as presented by the Finance Committee, be recommended for approval by the School Committee.

HEADMASTER'S REPORT

Mr. Freeman congratulated Mr. Cunningham on the heartening and excellent report, attached herewith, which was mailed to each member of the Board of Trustees prior to this meeting.

Mr. Cunningham stressed the fact that since we have superior boys in our school to teach, it is essential to have

superior teachers to help these students. If the salary situation is corrected, then, we will have the first kind of stimulus for better teaching. Salary increases would enable teachers to have sabbatical leaves, and would also place the school in a competitive position with other independent schools to replace faculty members who are retiring or resigning.

SCHOOL SURVEY

The Board discussed the following recommendation from Mr. Cunningham's written report: "that a survey of the education performance of the School be requested now of the Executive Secretary of the National Council of Independent Schools." It was pointed out in the discussion that such a survey concerning the faculty and the curriculum would be invaluable for the future development and growth of the School.

Upon motion duly made and seconded it was

VOTED that the recommendation for a survey of the educational performance of the School be referred to the School Committee for approval.

TUITION INCREASE

Mr. Freeman read a letter received by both the School Committee and the Board of Trustees from Mr. Robert Anthony, President of the Parents' Council, which contained the following resolution:

VOTED that the Parents' Council feels strongly that the present salary level of the school faculty is so unrealistic that it jeopardizes the continued service of members with long service and makes it impossible for appropriate replacements. It recommends that a substantial increase be promised to all present members of the faculty, effective not later than July 1, 1958 even if such raises require an increase in tuition, provided such increase be allocated entirely to salaries.

Immediate attention was focused on this urgent problem by the Executive Committee who met together several times to determine the most satisfactory solution. Realizing the lack of current funds available for increases in faculty salaries, Mr. Cunningham was asked to prepare realistic figures for the individual increases necessary to bring the standards of Moses Brown School up to a comparable level with other independent schools.

To point up the glaring inadequacies of our salary scale in relation to other schools, Mr. Taylor presented for the Board's consideration, a chart showing the current top, medium, and starting salaries in a representative number of Boarding and Day schools, the Providence Public Schools and Moses Brown School.

To meet the financial needs concerning this problem, Mr. Cunningham, at the request of the Executive Committee, prepared a chart indicating the proposed tuition increases for 1958-59, which was circulated at the meeting and is attached herewith. It was the consensus of the meeting that two changes be made: reduce the proposed tuition for Grade 1 from \$550.00 to \$500.00 and raise the proposed tuition for Grade 3 from \$600.00 to \$650.00. This chart showed an average increase of approximately \$150.00 per grade, which would bring an additional income to the school of \$60,475.00. The recommended disbursement of this amount is described in Mr. Cunningham's written report, which is attached. The consensus of the meeting was that the total amount will be used solely for the benefit and compensation of the faculty.

Upon motion duly made and seconded it was

VOTED that the proposed tuition increases as modified be recommended to the School Committee for approval.

The consensus of the meeting was that, providing the School Committee accepts the recommendation of the Board for tuition increases, the Headmaster will submit a report to the parents regarding this action.

Mr. Robert Anthony and the Parents' Council were commended for the initiative taken to improve the status of the faculty and thereby insure the qualitative teaching standards of the School.

Mr. Freeman was commended for his aggressive action in effecting this action.

TUITION PLAN

Mr. Freeman proposed this optional plan for parents, whereby tuition payments may be staggered over a 10 month period if a one year plan is selected; or, over a twelve month period if a longer term plan is selected.

It was the consensus of the meeting that the Finance Committee, after studying several similar plans, adopt the one most suitable for Moses Brown School.

PENSION FUND

Mr. Towl reported that if the proposed tuition increase is accepted, there will be \$9,000.00 additional revenue available for pensions. This added to the already budgeted \$6,000.00 will make the necessary amount of \$15,000.00 for pension fund operations.

In discussing the 1946 plan, which is in effect, he re-emphasized the disadvantages; it is a non-contributory plan,

therefore, the school assumes the entire burden of providing retirement allowances and that the pension ceases at the death of the annuitant so there is no provision for beneficiaries.

The committee feels the necessity of changing the present plan as soon as possible and initiating new pension arrangements with the proposed new salary arrangements. A detailed and final report will be submitted for approval of the Board of Trustees at the Annual Meeting. It was the consensus of the meeting that this report should be circulated for study before the next Board meeting when final action will be taken.

SELECTION COMMITTEE

At this point Mr. Cunningham was excused from the meeting.

Mr. Pierrel announced that the Committee has been most pleased with the work of the Acting Headmaster. Morale of the faculty has been restored and both the parents and alumni have responded to his ideas.

The Committee has reviewed and received recommendations on 50 possible candidates for the position of Headmaster of the School, 34 were Friends and 16 were not. Only six of the potential candidates were asked to visit Providence and meet with the Selection Committee, faculty department heads, the Acting Headmaster, Parents' Council, representatives of the Alumni and the Clerk of the School Committee. One candidate was invited to accept the position, but after due consideration declined the offer.

The Selection Committee has been most thorough and deliberate in its quest for a qualified candidate who would meet all of their pre-requisites; however, realizing that time is of the essence for the next academic year's activities, the committee proposed two recommendations:

- (1) Mr. Robert Cunningham be asked to serve the next academic year as Acting Headmaster, if he is interested.
- (2) If he continues as Acting Headmaster he should be given authority to function as a Headmaster rather than continue his previously assigned task of conducting a holding operation.

After the Board participated in a discussion concerning the request of the New England Yearly Meeting and the School Committee that the Headmaster be a Friend, it was the consensus of the meeting that the Selection Committee honor the wishes of these two groups and continue their search for a well-qualified candidate who is a Friend.

Upon motion duly made and seconded it was

VOTED that the recommendations of the Selection Committee be referred to the School Committee for approval.

Commendation was given to Mr. Gren Pierrel for his loyal support and interest in pursuing the activities of this Committee.

PROPOSED MEETING OF THE SCHOOL COMMITTEE AND THE TRUSTEES

To clarify areas of responsibility, school problems, and administrative functions, it was recommended that School Committee members of the Board of Trustees convey to the members of the School Committee per se that a joint meeting be held with the Board of Trustees.

It was suggested that a discussion outline be used by both groups independently and then discussed together.

LETTER FROM MR. L. RALSTON THOMAS

Mr. Freeman read a letter of appreciation from Mr. Thomas for the honor that Moses Brown School bestowed upon him.

There being no further business, the meeting adjourned.

Kathryn G. Owen

Secretary

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL

At the New England Yearly Meeting School Committee meeting held at Lincoln School, Providence, Rhode Island, 2nd month 4th, 1958 -

The session opened in prayerful silence.

It was attended by

George I. Bliss	Charles F. Brown	Alexander M. Burgess
Margaret A. Cates	Gren O. Pierrel	Robert N. Cool
Russell D. Brooks	Willard H. Ware	Seth K. Gifford
Phebe F. Perry	Winnifred A. Barrett	Rudman Ham
Alexander C. Purdy		Edward A. Manice
Margaret G. Sisson		Daisy N. Newman
Charles H. White		

T. Dwight Boole
Frederick P. Austin
Roger M. Freeman

Marion S. Cole
Robert N. Cunningham

Regrets were sent by

Lyra T. Wolkins	Andrew R. Towl	
Henry C. Foster	Edith L. Buffum	Wayne R. Jones

After the roll call, Willard H. Ware, the new Clerk, introduced himself to the Committee as a birthright Quaker and one by conviction as well. He told about his descent from a family of Quaker ministers, about his attendance at Moses Brown School, William Penn College, Yale Divinity School, and the Harvard Business School. After several years of teaching, he went into business, looking upon it as a calling in which he could live out his testimonies.

It was agreed that the unfinished business of the October meeting be considered.

The appointment of Robert Cool to the Executive Committee was approved. Robert Cool expressed his willingness to serve.

The Clerk suggested that all nominations of officers and members of sub-committees be made by the Nominating Committee of the School Committee and not from the floor of the meeting. This was approved.

Miss Marion S. Cole, Headmistress of Lincoln School, commenting on her report, which has been circulated, spoke of the tensions and pressures in the school, particularly those created by rising costs.

The Executive Committee of the Lincoln School Board of Trustees recommends Seth Gifford to fill the vacancy caused by the resignation of Dr. Thomas Perry. This recommendation, having been approved by the Board of Trustees of Lincoln School, was approved by the School Committee.

The Clerk suggested that replacements for the Executive Committee of the School Committee be appointed at the meeting in Fifth Month. The Nominating Committee was instructed to come forward at that time with the names of members to be appointed to the Executive Committee.

The Lincoln School Executive Committee recommends that the gymnasium be designated the Frances E. Wheeler Gymnasium. This was approved.

It recommends that the School Committee look with favor upon a proposal that Lincoln and Moses Brown Schools join two other independent secondary schools in Providence as a united association for the solicitation of gifts from corporations and foundations, the gifts to be used particularly for the increase in teachers' salaries. The Committee approved the continued study of this question.

Due to the inability of Margaret Cates to continue as Recording Clerk of the School Committee, the Nominating Committee proposed the name of Daisy Newman, which was approved.

Mr. Robert Cunningham, Acting Headmaster of Moses Brown School, explained that, due to illness, several of the teachers have been obliged to substitute in the classes in American history.

He spoke of his recommendation, in the report which has been circulated, that the National Association of Independent Schools be asked to make a survey of the school as a help to the incoming Headmaster. The proposed increase in faculty salaries by approximately 20%, dependent upon increase in tuition of approximately \$150, would constitute a boost in morale and would put the school in a stronger position for securing new teachers.

Mr. Cunningham's first proposal had already been considered at the meeting in Tenth Month 1957, and was favored in principle, but no time for action was set. It was pointed out that most of the candidates for the Headmastership have favored such a survey. It was suggested that one member of the survey committee be a Friend, experienced in Quaker education.

Mr. Cunningham was authorized to institute the survey.

In connection with the second proposal, Mr. Roger Freeman displayed charts comparing faculty salaries at Moses Brown School with those in other independent schools and public

schools and showing the relation between these salaries and the rising cost of living. A resolution voted by the Parents' Council of Moses Brown School was read:

VOTED: That the Parents' Council feels strongly that the present salary level of the School's faculty is so unrealistic that it jeopardizes the continued service of members with long service and makes impossible appropriate replacements. It recommends that a substantial increase be promised to all present members of the faculty effective not later than July 1, 1958, even if such raises require an increase in tuition provided such increase be allocated entirely to salaries.

The Trustees of the School have recommended that the School Committee approve this raise in tuition and increases in faculty salaries. The Committee was at pains to be assured that scholarship aid would be given any boy whose parents could not meet this raise in tuition. The proposal for increased tuition and faculty salaries was approved.

The Committee congratulated Mr. Cunningham on his report.

Moses Bailey, a long-time and valued member of this Committee, gave a progress report of the Special Committee for the Study of the Yearly Meeting Schools. The Special Committee has met assiduously and given deep thought to the problem before it. While it is not at this time ready to make any specific recommendations, it pleads for greater understanding between the Yearly Meeting, the School Committee, the Boards of Trustees, and the faculties. The School Committee heard this statement with interest and great appreciation.

Alexander Purdy expressed warm appreciation for the extraordinary devotion of the two Boards of Trustees who, through their committees, have carried through the construction of new buildings, the planning of budgets, tuition, and other items. The School Committee united with this expression and directed that the substance of this minute be communicated to the Presidents of the Boards of Trustees.

The Committee expressed great appreciation for the work that the Headmistress and Acting Headmaster and members of the faculty are doing in our schools.

Gren Pierrel gave a report of the Committee for the Selection of a Headmaster for Moses Brown School and discussed all the candidates who had been interviewed. This committee was not prepared to recommend any of the candidates who are available. Therefore it suggested that Mr. Robert Cunningham be reappointed as Acting Headmaster for another year; that the part-time administrative responsibilities of teachers be terminated on 6th month 30th 1958, in order that the Headmaster

The first part of the report deals with the general situation of the country and the progress of the work during the year.

The second part of the report deals with the results of the work during the year. It is divided into two main sections: the first section deals with the results of the work in the field of research and the second section deals with the results of the work in the field of administration.

The third part of the report deals with the financial situation of the institution. It contains a detailed statement of the income and expenditure for the year and a comparison with the budget.

The fourth part of the report deals with the personnel of the institution. It contains a list of the staff and a description of their duties. It also contains a statement of the salaries and allowances paid to the staff during the year.

The fifth part of the report deals with the library and the collections. It contains a list of the books and other materials acquired during the year and a statement of the total number of volumes in the library.

The sixth part of the report deals with the publications of the institution. It contains a list of the books and other materials published during the year and a statement of the total number of pages printed.

The seventh part of the report deals with the general conclusions of the work during the year. It contains a summary of the main results of the work and a statement of the progress made towards the objectives of the institution.

may select his own administrative assistants. In the meantime, the search for a qualified Friend to act as Headmaster will continue. These suggestions were approved and thanks were expressed for Gren Pierrel's untiring and efficient efforts.

Willard Ware and Gren Pierrel were appointed to ask Mr. Robert Cunningham to serve as Acting Headmaster for the academic year 1958-59.

The insurance on the property of Moses Brown School was discussed, and it was proposed to increase the amount of physical damage insurance on the school plant to a figure representing 90% of today's sound insurable value, or \$1,400,000. This was approved.

The budgets of both schools for the academic year 1957-58 have been approved by the Trustees and are now approved by the School Committee. It was asked that a tentative budget for the following year be presented to the School Committee in 5th month. This was approved.

The Committee approved the placing of a plaque commemorating Seth K. Gifford in the Lower School Building of Moses Brown School.

A letter from L. Ralston Thomas, expressing his thanks for the naming of the L. Ralston Thomas Science Building at Moses Brown School, was read.

Roger Freeman reported on the dedication ceremonies.

The School Committee expressed appreciation for the work of Mr. Charles E. Gross and his committee in the planning and carrying out of the dedication ceremonies for the L. Ralston Thomas Science Building. The Clerk was asked to forward a copy of this minute to Mr. Gross.

After a closing silence, the meeting adjourned, purposing to meet again 5th month 6th at 10 o'clock at Moses Brown School.

Respectfully submitted,

Willard H. Ware, Clerk
Daisy Newman, Recording Clerk

Minutes of the Executive Committee of the Committee on Moses
Brown School and Lincoln School March 13, 1958

The regular meeting of the Executive Committee of the Committee on Moses Brown School and Lincoln School was held on March 13, 1958 at 4 P.M. in the Moses Brown Headmaster's study. Those present were: T. Dwight Boole, Russell T. Brooks, Alex. M. Burgess, Jr., Henry C. Foster, Seth K. Gifford, Gren O. Pierrel, Margaret G. Sisson, Willard H. Ware, Charles H. White. Excuses for absence were received from Lyra T. Wolkins and Alexander C. Purdy. The schools were represented by Marion S. Cole, Headmistress, Lincoln School, and Robert N. Cunningham, Headmaster, Moses Brown School.

After a short period of silent preparation, Alex. M. Burgess, Jr. was appointed as recording clerk for the day. The minutes of the previous meeting were not read, having been circulated to the members in January.

In his opening remarks, Clerk Willard Ware mentioned his recently circulated report on the meeting of the Parents' Council, stressing his feeling of the importance of improved communications between the Schools and the members of the Yearly Meeting. He raised the question as to whether School Committee members would be welcome to visit classes at the Schools, and the Headmaster and Headmistress extended a cordial welcome to such visitors.

Robert N. Cunningham reported on several matters of current concern. He reported that the Faculty has decided to continue the pattern of Commencement exercises recently in use, and announced that Douglas Steere has agreed to be the speaker.

He also reported that although the School is crowded, enrollment varies at different grade levels without apparent reason. He suggested the possibility of raising the enrollment at the points where it is low, which might make about \$10,000 of additional income available for possible use in scholarship help or improved faculty housing. There was considerable discussion of this both from the educational and economic point of view. The Committee agreed that Robert Cunningham should feel free to explore this matter with an eye to effecting such changes.

He further noted that some parents would like to have their boys in the upper school bring cold lunches. It was pointed out that this, if it involved a great many students, might make difficulties for the dining room from the financial point of view. The Committee felt, after some discussion, that this permission might be granted to students if it is economically feasible.

A proposal is noted to have been made that the 7th and 8th grades might be separated as a unit. The committee was content to see this explored and implemented if feasible.

Robert Cunningham also mentioned steps towards alteration of some aspects of the administrative pattern. Mentioned especially were the positions of Dean and Director of Studies, and some of the difficulties in filling these positions were pointed out. The Headmaster mentioned the steps which have been taken, especially within Friends educational circles, to find a suitable person for these responsibilities. The possibility that a temporary interim appointee might be needed was discussed. The Committee expressed itself as appreciative of the work and planning being carried out by the Headmaster.

The matter of special arrangements for individual faculty members, which tend to interfere with efficiency, were brought up. The Committee expressed its desire that the Headmaster feel encouraged to work towards the elimination of these special arrangements and privileges with whatever further specific Committee backing he feels will strengthen his hand.

In the matter of a possible Lower School sports director, it was indicated that attempts were being made to place the entire sports program under a single director. There was approval of the steps now being taken by the Headmaster.

Robert Cunningham asked whether the retirement age of 65 is compulsory, mentioning a specific problem. It was felt that yearly extensions with specific Executive Committee approval were within the policies now outlined in the existing retirement plan. The Committee referred specific decisions to a subsequent meeting after further study of the case or cases involved.

Miss Cole reported concerning a crowded condition in the pre-school division at Lincoln School. Enlargement of the present facilities would be expensive, and accordingly it is planned to admit no 3-year-old children next year. No action was called for.

The Lincoln School Trustees' Executive Committee has asked for advice as to the filling of the vacancies left in their number by the retirement of Virginia Townsend and Thomas Perry. The names of Willard Ware and Robert Cool were mentioned.

Gren Pierrel spoke of the problems produced by the dropping of eight Committee members in a single year under the policies on renomination stated in last year's Yearly Meeting minutes. This evoked a great deal of active dis-

cussion as a result of which it was agreed that the Nominating Committee of the School Committee should be asked to prepare a proposed minute for adoption by the School Committee, to be directed to the Nominating Committee of the Yearly Meeting, which would include the names of those considered to have particular qualifications to meet the present needs of the Schools and their relation to the Yearly Meeting, as members of the School Committee.

The meeting adjourned at 6:25 P.M., proposing to meet again on April 10th, at 4 P.M.

Willard H. Ware, Clerk

Alex. M. Burgess, Jr.
Recording Clerk for the Day

- 1) A report of the Pension Committee
- 2) A report of the Committees to select a new Headmaster and Headmistress
- 3) A report of the Nominating Committee
- 4) The proposed budgets for Moses Brown and Lincoln Schools
- 5) A statement of the financial condition of each School by the Headmaster and the Headmistress
- 6) A progress report on the Educational Survey of Moses Brown School

This Committee asks the Nominating Committee to bring to the May meeting names of persons to act as a sub-committee to implement the action of the School Committee with regard to Memorials for Seth Gifford and Frances Wheeler.

The committee which was appointed to ask Robert Cunningham to serve as Acting Headmaster for a second year was asked to report. Gren Pierrel stated that Mr. Cunningham has been asked and that he has agreed to serve but that the terms of the arrangement have not yet been formalized by a letter. The committee to select a new Headmaster will discuss the matter fully at the May meeting.

The meeting closed with a period of silence at 5:50 P.M.

Willard H. Ware, Clerk

Russell D. Brooks,
Recording Clerk for the Day

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

Report to the School Committee and Board of Trustees of
Moses Brown School - May 1, 1958

The following report is not so much comprehensive as selective, since I believe that impressions of the last few months and plans for those lying ahead can perhaps be presented best by touching upon highlights.

HIGHLIGHTS OF THE WINTER

One of the most valuable events of the winter was the Parents' Council Open Meeting attended by nearly four hundred parents on the evening of March 3rd. At the meeting the following persons discussed various aspects of the School: Mr. Gren O. Pierrel for the School Committee, Mr. Roger M. Freeman, Jr. for the Board of Trustees, Mr. Robert O. Anthony for the Parents' Council, Mr. Benjamin L. Cook, Jr. for the Development Fund, Mr. Donald H. Taylor for the Alumni Association, and the Headmaster. Mr. Robert S. Davis was moderator of a question-and-answer period which followed the talks. Many parents have commented upon the stimulation and understanding which came of the meeting.

Showing a remarkable initiative, the School's debaters have continued their series of spectacular successes. They also held a Debate Tourney on April 26th for Rhode Island Schools.

The Quaker, the School newspaper, was awarded a second place certificate in the boys private schools' offset class at the 34th annual contest of the Columbia Scholastic Press Association. The competition included papers from all over the country.

At the Model Legislature at the State House Richard E. Hillman, one of our seniors, was elected Speaker of the House. He was highly commended for his performance in the role.

More recently, nine students, under the supervision of Messrs. Pezet and Bennett of the faculty, attended the Eastern States Model United Nations conference in New Haven. Moses Brown represented France. Our boys won the maximum number of awards for the best speakers and for teams most faithfully representing a country. They are now planning to have Moses Brown act as host to the model conference next year, possibly with the help of Brown University.

Less gratifying is the fact that several boys have recently been involved in misbehavior, necessitating their being asked to leave the School. In these cases there had been a long series of misdemeanors and corrections, of conferences with parents, and of referrals to doctors before the boys finally violated not so much the School's rules as society's mores and laws.

Where such a gross disregard of fundamental ethical and moral principles occurs, the School has no alternative to asking a boy to leave. To keep boys under such circumstances would be to sow seeds of confusion and demoralization among all boys in the School. If a school itself appears ambiguous or confused about sound values, particularly in a world where commonly accepted values of the past seem to be collapsing, a school inevitably contributes to that collapse. In all matters of discipline the Headmaster and faculty decide upon action in the light of what is best for the boy and what is best for the School rather than with the intent of inflicting punishment. Within this framework, every possible concern is shown for a boy who has made a mistake.

So much for a few highlights of the past months.

PLANS

With respect to the months ahead, a number of developments are under way. To increase his understanding of the School and to enable members of the faculty to contribute to the future of the School as fully as possible, the Headmaster has asked each member of the faculty to complete a questionnaire giving his opinion frankly about various aspects of the School. Copies of the questionnaire are attached. The Headmaster is committed not to divulge the source of any opinion without permission of the person giving it. At the present time an anonymous digest of faculty opinion is being prepared.

The strength of any school lies fundamentally in a faculty which can excite boys to intellectual activity, and in boys who can respond to such faculty stimulation. When efforts in this direction achieve a high degree of excellence, education in truth becomes essentially religious.

"What is religious education? A religious education is an education which inculcates duty and reverence. Duty arises from our potential control over the course of events. Where attainable knowledge could have changed the issue, ignorance has the guilt of vice. And the foundation of reverence is this perception, that the present holds within itself the complete sum of existence, backwards and forwards, that whole amplitude of time, which is eternity."
Alfred North Whitehead

To this end, several steps are being taken to give members of the faculty refreshment and increased capacity to stimulate boys. During part of the summer and the first half of next year, Mr. Paxton will be on leave of absence in England. In addition to visiting scenes upon which much of his teaching depends, he plans to visit several British schools, and, upon his return, several different types of American schools. During the second half of the year Mr. Whitford will do likewise with respect to France and the teaching of French. During the current summer, largely through the generosity of the Parents' Council, Mr. Fuller will be in Italy, visiting sites which figure in his teaching of Latin. He has already visited one or two other schools in this country and has plans for more visits of this kind.

In another area, Mr. Bixby, of the Science Department, is developing plans, in collaboration with Brown University, to give a college-level course in Physics to a few gifted students. His efforts are in conjunction with the Advanced Placement Program now administered by the College Entrance Examination Board, a plan which in a number of schools has already proved not only a boon to able students, but a tremendous intellectual stimulus permeating an entire school.

Mr. Whitford is planning comparable programs in French, and next year we shall begin a continuous program in French from the fourth grade through the twelfth. The program will be on an essentially oral-aural basis through the Lower School grades, and thereafter in the Upper School a very thorough and extensive study of the French language and literature. Such a program should make possible a very competent command, indeed, of French.

Recently some of the faculty have suggested that the standards of the School may have declined during the last ten or fifteen years. Accordingly, the Headmaster has appointed a committee composed of the Director of Studies and the heads of the major departments in the Upper School, and a comparable committee under the chairmanship of Mr. Allen for the Lower School, to study our teaching and curriculum, with a view to suggesting improvements, if improvements seem to be indicated.

Otherwise, for the coming year Mr. Armstrong will be freed of academic classroom responsibilities in order to assume the directorship of athletics for the Lower School as well as for the Upper School. The School again will attempt to have a full-time man in Music, and Miss Sadlier, who has been working essentially on a tutorial basis in the Lower School, will be a full-time member of the faculty, planning, in addition to the type of testing and remedial work she has been doing, a course to strengthen the speed and comprehension in reading of all boys in the Upper School.

Where there is a discrepancy in the size of different classes for no other reason except that of chance, the administration is attempting to add a boy here and there to the smaller classes with the thought that the additional income may be used to make some of the faculty quarters on the corridors somewhat more livable.

Finally, Henry Callard, Headmaster of the Gilman School in Baltimore, and Henry Scattergood, Headmaster of Germantown Friends School in Philadelphia, have agreed to undertake the proposed survey of the educational program at Moses Brown. They plan to be in Providence for two periods of three or four days each toward the middle of May.

THE INTERIM SITUATION

I believe that I should call to the attention of the Trustees and the School Committee the existence of weaknesses related to an interim situation. Let me point out one or two specific examples.

Because of ill health, personal disinclination, or other reason, there does not appear to be a man on the present faculty ready to step in next year as second in command. Accordingly, the Acting Headmaster has approached three highly recommended Friends about coming to Moses Brown in such a role. Two of them, while expressing interest in the possibilities at Moses Brown, did not feel that they could afford to move until the goals, policies, and personnel take more definite shape.

Next, among the present younger faculty almost everyone who discussed his plans for next year with the Acting Headmaster, expressed concern about the uncertain future. We appear to have lost one promising young man because of this situation.

Thirdly, in approaching candidates from Harvard and elsewhere, the Acting Headmaster finds a comparable expression of concern on their part. The morning mail brought the refusal of an appointment from an extremely attractive and able young teacher, essentially for the same reason. In short, the School is being hurt in its most vital function.

In addition, the current situation consequently necessitates a good deal of internal improvisation as far as administrative assignments go. Our present organization is overlapping and confused with respect to channels of responsibility.

Ideally, the Dean, and his assistant, too, should be living in the school building. Because such an arrangement is not at this time possible, one young man is next year taking on the Dean's responsibilities in the late afternoon and at

night, after the Dean has gone home. This improvisation necessitates adding an additional teacher, who probably would not be required under the most efficient use of our manpower.

Admissions at present are spread among four people, with the inevitable introduction of some confusion. The Acting Headmaster is taking steps to correct this situation next year, but given the circumstances, it can be at best a step in the right direction, not an immediate solution. Possibly from the point of view of public relations, nothing is more critical today than the handling of admissions because the School must turn down approximately two boys for every boy admitted. Even an experienced sailor has great difficulty navigating this gulf of disappointment.

Next, the Director of Studies has been operating all year without an office. On an improvised basis we shall try to correct this situation next year, without, however, being able to provide a really satisfactory office. With changes in personnel the following year, any expenditure on alterations now might well prove to be a waste of money.

Next, it is becoming clear to the Headmaster that the reputation of Moses Brown is suffering. At a recent Quaker Headmasters Meeting three different headmasters separately voiced their concern about the situation. More recently the Executive Secretary of the National Council of Independent Schools expressed comparable concern.

THE FUTURE

Finally a word about long-range goals and policies. It is folly to be rash; to be dilatory could bring on a collapse. Among many matters which must ultimately be settled, one question is pressing: Does the destiny of Moses Brown lie in maintaining boarding and day departments, as at present, or in maintaining a day department only? The present plant is grossly inadequate. The planning of new buildings, as well as of alterations in the present plant, depend upon the answer to this question. Even more important, this decision determines what qualifications and family situations the Headmaster must weigh in building up a faculty.

At this juncture, the Acting Headmaster will not attempt to suggest an answer. There are, however, straws in the wind. Through recent decades the School has in fact become more and more a day and less and less a boarding school. This trend may, of course, continue in the future whatever efforts are made to stem it. While there is only a slightly poorer academic performance on the part of boarding than of day students, the School today is not able to fill all available rooms with qualified boarders, despite favorable times and strenuous efforts. In addition, even to maintain a sixth of the School

as boarders, we are exerting some coercion, since we have been refusing to let boys who live thirty or thirty-five minutes away by car commute from home to the School. To have them live at the School against their and their parents' wishes is not conducive to good morale. In general the faculty feel that the boarding boys are of less good quality than the day boys. The fact that of six boys advised or required to leave the School during the current year, five were boarders lends some support to this feeling, particularly when it is recalled that the boarders number less than one-third of the Upper School. We also appear to have less to give boarding students than we should give them. Finally, as far as the Acting Headmaster knows, the history of boys' combined boarding and day schools in a city, once the day boys appreciably outnumber the boarders, has been marked by a decline of the boarding department and a rise of the day department. This all adds up to a rather mediocre boarding department at the present time, and partly, no doubt, explains the decline.

Despite the critical aspects of this report, the Acting Headmaster wants to repeat again that he has found the School a very congenial school, indeed, and one with a promising future if all associated with it can rise to its potentialities. He and his wife find Providence equally congenial.

Respectfully submitted,

Robert N. Cunningham

Proposed Tuition Increases 1958-1959

February 1, 1958

	<u>1957-1958</u>	<u>1958-1959</u>	<u>Amount of Increase</u>	<u>Estimated No. of Pupils</u>	<u>Additional Income</u>
Boarders	\$1800	\$2000	= \$200	68	\$13,600
Forms II-V	725	875	= 150	125	18,750
Form I	725	850	= 125	33	4,125
Grade 7	650	850	= 200	35	7,000
Grade 6	650	775	= 125	24	3,000
Grade 5	600	750	= 150	22	3,300
Grade 4	600	750	= 150	22	3,300
Grade 3	500	600*	= 100	22	2,200
Grade 2	500	600	= 100	22	2,200
Grade 1	450	550*	= 100	20	2,000
PrePrimary	300	350	= 50	20	<u>1,000</u>

\$60,475

* 1958-59 Tuition was:

Grade 3 \$650
Grade 1 500

A meeting of the Board of Trustees of Moses Brown School was held in Alumni Hall, Monday, May 5, 1958, with Mr. Freeman, the President, presiding. After observing a moment of silence, the roll was called. Present were the following members: Mr. Robert O. Anthony, Miss Edith L. Buffum, Dr. Alexander Burgess, Jr., Mr. W. Chester Cobb, Mr. Robert Cunningham, acting Headmaster, Mr. Foster B. Davis, Jr., Mr. Henry C. Foster, Mr. Roger M. Freeman, Jr., Mr. Robert H. Goff, Mr. Edward Manice, Mr. Gren O. Pierrel, Mrs. Charles P. Sisson, Mr. Thomas E. Steere, Jr., Mr. Frederick C. Tanner, Mr. Donald H. Taylor, Mr. Andrew R. Towl, Mr. Willard Ware, and Mr. Charles H. White. Those excused were: Mr. Russell Brooks, Mr. Benjamin L. Cook, Jr., Mr. Karl Erickson, Mr. Seth Gifford, Mr. Ronald C. Green, Jr., Dr. Barnaby C. Keeney, Mrs. Dwight H. Owen, and Dr. Alexander C. Purdy.

The minutes of the meeting held on February 5, 1958 were approved after correcting the third paragraph on Page 4, "Selection Committee." The final sentence should read "One candidate was invited to consider nomination for position of Headmaster, but did not choose to be a candidate."

HEADMASTER'S REPORT

Mr. Cunningham reviewed the progress of the School during the last three months. A copy of this report is attached. In addition, he mentioned that there were a few vacancies in certain grades at this time.

There was considerable discussion concerning the elimination of the Boarding Department at Moses Brown School and this matter was referred to the Survey Committee of the School Committee for their comment. Mr. Freeman read a letter from Mr. Paxton expressing his appreciation for the sabbatical leave he was to receive this next year.

FINANCE COMMITTEE

Mr. Davis gave the Finance Committee's report, a copy of which is attached. It was voted to authorize the Treasurer to invest surplus cash in Treasury bills or notes after consultation with the Finance Committee. The Board of Trustees of Moses Brown School also authorized borrowing up to \$25,000 if necessary to cover expenses incurred by Moses Brown School through the summer. Mr. Davis pointed out that the uncollected accounts amounted to less than 1% over the last five year period prior to this year. Mr. Davis then presented a proposed budget for the school year commencing July 1, 1958; a copy of this budget is attached. This tentative budget was approved and it was recommended that it be adopted by the School Committee.

PENSION COMMITTEE

Mr. Towl presented the Pension Committee report, a copy of which is attached, which establishes a new pension plan in addition to the 1946 plan through which all members of the

School faculty and staff will have an opportunity to participate. It will become effective July 1, 1958 and during the ensuing year, all individuals concerned must elect one or the other of these plans. This pension plan was recommended to the School Committee for adoption. In addition, the Trustees voted an expression of gratitude to the Pension Committee for their fine work.

TUITION ASSISTANCE

It was voted that a policy be established whereby the Headmaster is authorized to make grants in tuition to qualified children of employees of the School in accordance with a proportion of time spent in employment.

No action was taken on a suggestion to allow the boys in the Upper School to bring box lunches and eat them in the dining area. It was voted to establish a special Junior High School Department to consist of the seventh and eighth grades. There was a brief discussion concerning the improvement of faculty living quarters and action was left to the discretion of the Executive Committee, assuming funds are available. There followed a discussion concerning the introduction of hockey as an official team sport. It was voted that a Committee of three or five, at the discretion of the President, be appointed to consult with the Headmaster and Athletic Director as to the athletic policy with respect to major participation in sports and to make such changes as the Committee felt necessary. Mr. Freeman commented on the success the School had had this year with the model United Nations meeting in New Haven. It was voted that the School offer to act as host for this group next year. Mr. Cobb then reported for the By-Law and Nominating Committee. No action was taken in the By-Law changes at this time and the subject is to be reviewed at the Fall meeting. The Nominating Committee's report was as follows: Officers - President, Mr. Roger Freeman; Vice President, Mr. Foster B. Davis, Jr.; Secretary, Mrs. Kathryn Owen. Executive Committee - Mr. Roger Freeman, Mr. Foster B. Davis, Jr., Dr. Alexander M. Burgess, Mr. Seth K. Gifford, Mrs. Charles P. Sisson, Mr. Charles H. White, and Mr. Gren O. Pierrel. (Mrs. Sisson and Mr. White are tentative choices. Meeting of Friends in June will determine issue.) Trustees (for 3 years) - Dr. Barnaby C. Keeney, Mr. Roger Freeman, and Mrs. Nancy Field.

The Secretary was authorized to cast one ballot in favor of this slate.

Mr. Taylor then reported for the Alumni Association and mentioned the very successful dinner that was recently held for Mr. Arthur Cate who is retiring this June. There followed considerable discussion concerning annual giving by both parents and Alumni and all others who might have an interest in the School. The President was authorized to appoint a Committee to study the feasibility of initiating an annual

giving campaign and to report to the Fall meeting of the Board.

Mr. Anthony reported for the Parents' Council and mentioned the Father and Son Day on May sixteenth. He mentioned that Mr. Robert S. Davis will be Chairman of the Parents' Council next year and the four newly elected members were Mrs. Seth Gifford, Mrs. Stanley Bodell, Mr. Thomas Mahoney, and Dr. Henry McDuff.

COMMITTEE TO NOMINATE A NEW HEADMASTER

Mr. Pierrel gave an eloquent and complete report of the work of the Committee to Nominate a New Headmaster to date, prior to which Mr. Cunningham was excused from the meeting. It was voted to recommend to the School Committee that Robert N. Cunningham be employed as Headmaster at Moses Brown School, effective July 1, 1958, under the following conditions:

1. That a qualified Friend be employed as an Assistant or Dean.
2. That a special effort be made to add to the faculty some able and experienced teachers who are Friends.
3. That the new Headmaster take early steps designed to upgrade the faculty, strengthen the curriculum, and lay the groundwork for a new Development Program.
4. That he will join sympathetically in any studies which may be undertaken designed to develop further co-operative activities with Lincoln School and the possible integration of some of the activities and/or services of the two schools if they should prove to be feasible and desirable.

Fourteen of the sixteen present voted in favor of this recommendation.

The meeting adjourned at 11:20 P.M.

Respectfully submitted,

Foster B. Davis, Jr.,
Secretary, Pro-Tempore

MOSES BROWN SCHOOL, PROVIDENCE, RHODE ISLAND

Pension Plan Revision

- #1. The existing pension plan was adopted in 1946 and as subsequently modified is referred to as "the 1946 plan." This plan will be closed to new participants from now on. Some of the present School staff may prefer to continue under "the 1946 plan" and the School's commitments to them are reaffirmed.
- #2. New members of the teaching, administrative, and office staff and such present staff as may elect to change from "the 1946 plan" to the new plan will be covered by individual contracts with the Teachers Insurance Annuity Association of American and College Retirement Equities Fund under the following plan:
- A. Participation. A retirement plan is hereby established for members of the teaching, administrative, and office staff. It shall be optional for those now covered by "the 1946 plan." The new plan will include each person in these categories beginning employment at the School July 1, 1958, or thereafter; when the person has completed two years of service, if less than 30 years of age when hired; or when the person has served one year, if 30 years or older when hired. The waiting period shall be waived for persons previously under TIAA contracts.
- B. Retirement Age. A participant in this retirement plan shall retire as of the June 30 nearest his sixty-fifth birthday, herein called normal retirement age. By special vote of the School Committee, Trustees, and Headmaster, extensions of service beyond normal retirement age may be made for definite periods not to exceed one year each. Income at earlier retirement under TIAA-CREF contracts is possible at an actuarially equivalent rate.
- C. Contributions. For each participant in this retirement plan, Moses Brown School shall contribute an amount equal to 10% of the individual's cash salary, this amount to be reduced by the School contribution to Social Security. (For those living in the School or having a house allowance, the sum of \$500 a year shall be added to the cash salary in computing the premium.)
- Individuals may make regular additional contributions to TIAA-CREF and are encouraged to do so; Moses Brown School shall on request deduct these contributions from monthly compensation. The combined sum shall be applied to the purchase of retirement benefits for the participant as follows:
- (a) At the election of the participant, either 100%, 75%, 66 2/3%, or 50 % of such combined sum will be forwarded to Teachers Insurance and Annuity Association of America as a premium for a retirement annuity contract on the participant's life.

- (b) The balance, if any, of such combined sum will be forwarded to the College Retirement Equities Fund as a premium for an Equities Fund annuity certificate on the participant's life. The School recommends that at least 25% be allocated by the individual to CREF annuity certificates.

- D. Contracts. Each retirement annuity contract is for the sole purpose of providing a retirement income and/or death benefit and is the property of an individual participant; each contract is between a participant and the issuing company.
- E. Amendment. While it is expected that this plan will continue indefinitely, Moses Brown School reserves the right to modify or discontinue it at any time.
- F. Effective Date. The effective date of this retirement plan shall be July 1, 1958.
- #3. Certificates of credit for past service with the following provisions will be given by Moses Brown School to present staff members who may wish to transfer from "the 1946 plan" to the new plan and do so within one year of the effective date:
- A. This is to certify that (name of employee) has a pension credit with Moses Brown School for past service in the amount of $1\% \times \underline{(1957/1958 \text{ salary})} \times \underline{(\text{years of service through } 1957/1958)} = \$\underline{\hspace{2cm}}$.
- B. If you continue in service at the School, it agrees that beginning at the end of the school year nearest your sixty-fifth birthday, it will provide you with a monthly annuity payable for life, or one-twelfth of the amount stated in A above.
- C. The School recognizes that participants may have widely differing needs and responsibilities with respect to dependents. Therefore, when a participant shall have served the School for twenty years or more a committee of the Headmaster, President of the Board of Trustees and Chairman of the Yearly Meeting School Committee will consider a participant's request at any time before retirement for an alternative annuity settlement at normal retirement age, retirement before age sixty-five, and also for a annuity settlement to a beneficiary in the event of death before normal retirement age.
- D. Any such alternative settlement would be in the form of an annuity (not a lump sum) and at a value to be actuarially determined by TIAA as no more than the equivalent value of the past service credit here stated. Any such agreed upon alternative annuity shall be endorsed upon this certificate.
- E. There is no provision for cash or loan values and this certificate cannot be assigned.

- #4. The financial obligations of the Moses Brown School for past service credits and to those covered by "the 1946 plan" will be met from income and principal of the accumulated pension fund (now approximately \$170,000), from the allocation of \$10,000 from annual operating budgets, and from such other additions as may be possible from time to time.
- #5. The financing of the new plan as indicated in it, will be from current operating budgets in amounts determined in accordance with the plan. The charge for 1958-59 is estimated to be about \$7,000.

April 28, 1958

MOSES BROWN SCHOOL

Proposed Action on Pension Arrangements

The Pension Committee, together with representatives of the Trustees and Yearly Meeting School Committee, have agreed that the time has come to adopt changes in the School's pension plan and the financing of it.

For the past two years this complex situation has been under intensive study and discussion. At a meeting on March 24, 1958 at the School, this enlarged Pension Committee agreed on the elements of a plan to be drafted and brought before the Trustees and School Committee for action without further meeting of the committee. Drafts of the plan and its explanation were circulated and suggestions have been incorporated in so far as possible. It seems that the attached plan and the following comments are the sense of the group, although clarifying remarks and corrections should be anticipated.

Earlier reports of the Pension Committee have gone into the background of the situation at some length. In brief, the present pension plan, formulated in 1946, promises that at retirement at age 65 a participant shall receive a pension of 1% for each year of service multiplied by the average salary of his last 10 years of service. In 1950 the School went under the Social Security System and in 1952 increased base salary computations by adding \$500 a year for persons "living-in."

An illustration of benefits promised under existing arrangements may be useful:

A married teacher now 60 years of age at a salary of \$5,000 a year who has been at the School for thirty years will get each year when he retires at sixty-five:

From Moses Brown 1% x 35 years x \$5,000 =	\$1,750
From Social Security (wife of same age)	<u>1,950</u>
Total annuity 64% of salary	\$3,700

The situation is not as favorable as it might at first appear; either from the point of view of the teacher or from the point of how the funds are to be provided. First, the annuity from Moses Brown is not as favorable to the teacher as it looks because: (a) when he dies there is no provision for his dependents either after or before retirement; and (b) especially for new teachers contemplating employment at the School little value accrues, for only those "who reach the age of sixty-five and have been in the service of the School twenty years or more are eligible for retirement with pension."

Secondly, from consideration of the School's need to forecast its obligations and to plan to meet them, the present situation is unsatisfactory. There is no way of anticipating future salary scales and no necessary connection between pension promises and provision for paying them. Fortunately a \$6,000 charge against current budgets has been made from year to year. The resulting funds have thus far been more than enough to pay the pensions for those who have already retired and to allow a gradual accumulation, which with reinvested income and market appreciation amounts to approximately \$100,000. In addition another \$100,000 has been set aside for pensions from the Development Fund. There is no need for apprehension, therefore, by the teachers who have retired or who are about to retire. However, the School must take further steps if it is to keep up with the payments which will be required in the coming years.

In the long run everyone associated with Moses Brown School is concerned with both points. Everyone wants the most favorable arrangements for teachers in current salary and future pensions with the most liberal provisions in event of death, disability, or transfer to other employment. Everyone also realizes that promises beyond the School's capacity to pay are not desirable. The connection between these two concerns, however, involves assumptions about such complex things as life expectancy, salary scales now and in the next 30 years, interest rates, and turnover among present and prospective teachers and members of the governing boards.

Steps toward balance between individual benefits and School resources.

Clearly a balancing of considerations is what we seek, and a balance which will leave open the way to continuing improvement on both counts. The Pension Committee believes that the attached plan will accomplish both purposes. A few more words of explanation may help to clarify the thinking back of the plan.

Out of long and serious discussions the first step emerged as agreement that new teachers and administrative and office personnel should be covered by a new pension plan. This plan would provide for contracts between individuals and the Teachers Insurance and Annuity Association and its associated College Retirement Equities Fund. Rights under these contracts would vest in the individual whether or not he stayed at Moses Brown and under settlements adapted to a wide range of individual needs. The dollar annuity at retirement with the proposed School contribution alone would not be as large as the past promise unless the individual participant also made a contribution. The vesting of benefits if a teacher should leave, survivor benefits, equity fund participation, and other benefits seemed on balance to make this arrangement a real step forward from the teacher's point of view. From the financial management point of view, the School's responsibilities would be met from year to year instead of accumulating in unforeseeable amounts with the risk of inadequate financial reserves.

The second step quite naturally followed. If we adopt a program for new personnel, we surely should open the plan to present personnel. The issue here is how to evaluate and arrange for benefits under the old plan accumulated for past service. Exploration of the proposition revealed intangible and subjective values which have no simple dollar equation. At a purely technical level, for instance, present staff members have no vested interest, since pension benefits require active employment at retirement and a minimum of twenty years past service. But, should one continue under the old plan, 1% for each year of past service would be multiplied by the average salary of his last ten years, which might well be a substantial multiplier under conditions of inflation.

The second step, therefore, was to offer a certificate of past service to any participant in the past plan who might wish to transfer to the new plan. As indicated above, the commitment of the School under such certificates must of necessity be arrived at by some reasonable but nonetheless arbitrary terms. Chief among these terms is the fixing of the salary multiplier at the amount received by the participant in 1957/58. Provision is then made to adapt the settlement of benefits for dependents under these certificates as nearly as possible to those under the new TIAA-CREF contract, by means of a committee to consider individual circumstances. Lump sum or other settlements which would pull down the pension funds prematurely must be excluded so that financial backing for all pension promises may be accumulated.

The third step became apparent because several of our teachers are so close to retirement that transfer to the new plan would be inappropriate. So that there would be no question, the promises to all who would remain under the old plan are reaffirmed.

The fourth step really must be left to each individual participant under the old plan to transfer or not after careful consideration of his own situation. One year is proposed as the limit within which individuals may decide. Both TIAA and the School administration will do everything possible to help clarify alternative benefits. It seemed clear to the Pension Committee that most participants under forty-five years of age would find it worthwhile to transfer, while most participants nearing retirement would find it advantageous to remain under the old plan. The circumstances of each individual are so different and relative benefits so intangible that particularly those teachers in their fifties need to study the situation carefully from a personal point of view.

One hypothetical instance may illustrate the choices involved:

A man fifty-five years of age with a wife fifty-two years of age has served Moses Brown twenty-five years and now has a salary of \$5,200. Hopefully we assume the average salary for the last ten years might be increased to \$6,000.

Under the Old Plan

From Moses Brown 1% x 35 years x \$6,000 =	\$2,100	
From Social Security	1,800	\$3,900

Under the New Plan

From Moses Brown for past service		
1% x 25 years x \$5,200 =	\$1,300	
From TIAA-CREF approximately	350	\$1,650
From Social Security		1,800 \$3,450

The apparent \$450 a year advantage of the Old Plan must be offset by such other considerations as follows. Under the Old Plan there is no provision for survivors in event of death either before or after retirement. Under TIAA-CREF some part of the contributions may be invested in common stocks so benefits might share the increases of inflation. The importance of these and other considerations depends upon individual circumstances. The School need not urge either choice.

Plan to pay for pensions

It is imperative, however, for the School to face and take the fifth step, and that is the development of an adequate way of paying for the pensions already promised. Payment for the new pensions under the TIAA-CREF plan are taken care of from year to year by contributions outlined in the plan. The magnitude of the problem may be cleared by two simple statements.

Pensions already promised will amount to about \$683,000.

We now have a pension fund of \$170,000 and have pledges for \$30,000 from the Development Fund.

We have estimates from TIAA-CREF and from another insurance company that annuities to cover promises of pensions made under the Old Plan would take approximately another \$300,000. Since we did not see where this capital fund would come from, we have projected the working out of promises under the Old Plan on the basis of \$10,000 a year from operating budgets for the next thirty years.

The status of this projection at five year intervals in thousands of dollars is as follows:

	Pensions to be Paid Dur- ing 5 Years	Allocation from Operations	Income from Investments	Invested Funds Used	Investments at End of Period
8/63	\$ 55	\$ 50	\$ 41	\$ 36 saved	\$ 236
8/68	81	50	48	17 saved	253
8/73	114	50	50	14 used	239
8/78	145	50	44	51 used	188
8/83	138	50	33	55 used	133
8/88	102	50	23	29 used	104
8/93	45	-	17	28 used	76
8/98	3	-	12	9 saved	85
	<u>\$683</u>	<u>\$300</u>	<u>\$268</u>	<u>\$115</u>	

Assumptions, audit, and adjustment

Back of the figures in this table are many assumptions, chief among them being: on the average participants would live twenty years beyond retirement at age sixty five; funds would be fully invested at 4% return; about twelve of the senior staff would remain under the old plan and would have salary increases during the next ten to twenty years on the average of 10% to 15%; and turnover among younger members of the staff would continue to be much more than among those who have already served many years.

These assumptions sound as though we are in the insurance business. Unhappily we have been and are. It would take about \$300,000 more than we now have in sight to shift these risks to an insurance company. Failing that full amount, it seems best to conserve our reserves, which fortunately are substantial, to support all our pension promises.

It is not safe to let our projections go unwatched; therefore, we propose that the annual audit of the School include an evaluation of actual pension and investment experience in comparison. There are changes in the Social Security tax rate already in legislation. There may be changes in benefits. The meaning of this for the School's contribution to TIAA-CREF would need consideration. When the School's finances allow, group life insurance may be a desirable additional benefit. These and related charges commend continued alertness.

Acknowledgements

Throughout the last two years of intensive study of the School's pension arrangements we have had the generous cooperation of Mr. Robert E. Fisher, Assistant Vice President of TIAA-CREF. He has come to Providence and Boston for repeated discussion of alternatives and has checked assumptions by telephone and correspondence. It also

is a pleasure to acknowledge the great help that has been given by Mr. Walter H. Lillard, Jr., Life Underwriter of Boston, and Mr. Rhodes Donovan of the New England Mutual Life Insurance Company whom Mr. Lillard called in to develop possible group annuity alternatives. Even when there appeared to be practically no business prospect in the effort, Mr. Lillard's interest in the School was such that he willingly reviewed plans and assumptions. His conclusion is important for the governing boards of the School to keep in mind, for the provision of adequate pensions will be a continuing concern.

"Although this (the 1946 program) may appear sound at the moment, it is subject to hazards which few industrial organizations would care to undertake when such an important matter as old-age income is involved. Some of the obvious variables which cause these hazards are investment rates, life expectancy, salary changes, turnover of personnel, and changes in policy resulting from changes in personnel of the School Committee."

These hazards must not be minimized. The proposed program seems the best way to meet them in view of the resources and needs of the School.

The Pension Committee

Henry C. Foster
Robert H. Gorf
E. Harold Jernquist
Everett B. Raines
Frederick C. Tanner
Andrew R. Towl, Chairman

Joined by

Roger Freeman, Jr., President, Trustees
Foster B. Davis, Jr., Chairman of Finance Committee, Trustees
Mrs. Dwight H. Owen, Secretary, Trustees
Mrs. Charles P. Sisson, Executive Committee
Gren O. Pierrel, Executive Committee
Caleb Smith, Special Yearly Meeting Committee
Robert Cunningham, Acting Headmaster

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL

At the meeting of the Committee on Moses Brown School and Lincoln School held at Moses Brown School ^{5/6/58} a period of silence was followed by the reading of John 15:3-16.

The following were present:

Winnifred A. Barrett
George I. Bliss
Russell D. Brooks
Charles F. Brown
Edith L. Buffum
Alexander M. Burgess, Jr.
Margaret A. Cates
Robert N. Cool
Henry C. Foster
Roger M. Freeman, Jr.
Seth K. Gifford
Rudman J. Ham

Wayne R. Jones
Edward A. Manice
Daisy N. Newman
Phebe P. Perry
Gren O. Pierrel
Alexander C. Purdy
Margaret A. Sisson
Andrew R. Towl
Willard H. Ware
Charles H. White
Mrs. Richard A. Jenks

Miss Cole and, for part of the time, Mr. Cunningham were in attendance.

The minutes of the meeting of Second Month 4th were discussed. It was decided to delete the following sentence:

"The Clerk suggested that all nominations of officers and members of sub-committees be made by the Nominating Committee of the School Committee and not from the floor of the meeting. This was approved."

The Clerk read a letter which he had addressed to Gren Pierrel, Chairman of the Committee for the Nomination of a Headmaster for Moses Brown School.

Gren Pierrel reviewed the circumstances leading to the appointment of the Acting Headmaster and the difficulties in finding a suitable Quaker candidate. The successful leadership of Robert Cunningham persuaded the School Committee that he should be asked to serve as Acting Headmaster for a second year. The sentiment in favor of appointing him as Headmaster led the Committee to make the following report:

"After reviewing the year's work and the points of view of a very large number of people related to the School the Committee appointed to nominate a new Headmaster makes the following recommendations -

That Mr. Robert N. Cunningham be employed as Headmaster of the Moses Brown School effective as of July 1, 1958 under the following conditions -

1. That a special effort be made to secure a qualified Friend as an Assistant or Dean.
2. That a special effort be made to add to the faculty some able and experienced teachers who are Friends.
3. That the new Headmaster take early steps designed to upgrade the faculty, strengthen the curriculum, and lay the ground work for a new Development Program.
4. That he will join sympathetically in any studies which may be undertaken designed to develop further cooperative activities with Lincoln School and the possible integration of some of the activities and/or services of the two schools if they should prove to be feasible and desirable.

Reporting for the Committee -

Gren O. Pierrel, Chairman
May 6, 1958 "

Nearly everyone present spoke to the report. Great appreciation was expressed for the efforts made by the committee and particularly its chairman, who has taken great pains in the hope of securing a Quaker headmaster. The discussion centered around the desire of the Yearly Meeting to place a member of the Society of Friends at the head of its schools and the equally strong conviction that Mr. Cunningham has qualities which have endeared him to boys, parents, and members of the Board of Trustees and of the School Committee; qualities which would make us unwilling to let him go. His attitude toward Friends testimonies, the atmosphere he and Mrs. Cunningham have created in the School, and the excellent management of its affairs have won him the love and respect of all concerned.

Stress was laid upon the appointment of a Quaker as Assistant Headmaster or Dean and the addition to the faculty of Quaker teachers. It was hoped that with the appointment of Mr. Cunningham as Headmaster and the consequent stabilization of the School, qualified Friends would be attracted to these positions.

Confidence was expressed that when the Yearly Meeting had a chance to become acquainted with Mr. Cunningham, it would be in accord with his appointment as Headmaster, and it was hoped that a better understanding could be worked out between the Friends and the parents of children in the schools.

All agreed that if Mr. Cunningham could attend Yearly Meeting a mutual understanding and appreciation would result. Miss Cole spoke of the value, to her, of attendance at Yearly Meeting, not alone for the sessions devoted to the affairs of the Schools, but for others as well. Friends spoke of the value to the Yearly Meeting of Miss Cole's presence there. It was hoped that the Yearly Meeting would come to look upon the appointment of Mr. Cunningham as a step in the strengthening of Moses Brown School and that divergent opinions could be drawn together so that the management of both Schools might become simplified.

The suggestion was made that a conference for all teachers in Friends Schools, similar to the one held at Pendle Hill before the opening of each year, be set up here in New England to meet during the academic year so that these teachers might become better acquainted with the Quaker approach to education and our method of dealing with perplexities in life situations. The Executive Committee of the School Committee was instructed to carry out this suggestion. It was hoped that the Yearly Meeting would take a more lively interest in the affairs of the Schools and that it would be content with the judgment of those to whom it has entrusted the task of management.

The Clerk read part of Mr. Cunningham's report to the Trustees of Moses Brown School. Mr. Freeman and Mrs. Jenks spoke to this, expressing the desire of the parents for the highest academic standards.

All the terms of employment have been discussed with Mr. Cunningham and have his approval.

The report of the Committee for the Nomination of a Headmaster with the four additional recommendations, already approved by the Trustees of Moses Brown School, was accepted by the School Committee, acting in unity with "quietness and confidence" in the choice of Mr. Cunningham as Headmaster. Having carried out its duties, the Committee for the Nomination asked to be relieved and it was thanked for its untiring efforts.

Daisy Newman
Recording Clerk

The question of whether the boards of trustees should submit written reports or minutes to the School Committee was raised. This led to the general question of communications among the three groups concerned with operating the Schools. The Clerk said this might be the key to many problems, and the Committee approved referring the question of communications to its Executive Committee.

The Nominating Committee of the School Committee had several names to suggest to the Yearly Meeting Nominating Committee for filling vacancies on the School Committee. It was also proposed to ask that Margaret Sisson be continued, or reappointed, because she is in the midst of valuable work in connection with finding a new Headmistress for Lincoln School. This led to discussion about the role of the Nominating Committee and the working of rotation. It was approved that the following minute be sent to the Yearly Meeting Nominating Committee:

"The School Committee, after discussion, approved asking the Yearly Meeting Nominating Committee to consider submitting the name of Margaret Sisson to the Yearly Meeting for continuation on the School Committee, because of her important work on the Committee on Inevitable Change. It was pointed out that one more year will see the completion of this committee's work in finding a new Headmistress for Lincoln School."

The Clerk urged larger attendance at School Committee meetings. The Clerk will check with the Nominating Committee on replacing members who have not been able to attend or who have resigned.

The Chairman of the Pension Committee described the new pension plan for Moses Brown School faculty members previously approved by the Trustees. The plan was endorsed by the School Committee.

Some members thought the Trustees of the Schools should have an opportunity to confer with the Special Committee before its report is submitted to Yearly Meeting. The Clerk asked that copies of this special report on the Schools be sent to all members of the School Committee, including Trustee representatives, as long as possible before the evening of June 18 when the School Committee will confer with the Special Committee at Auburndale. On the following day the report will be laid before Yearly Meeting. Copies of this report are hoped for by the first or second week of June.

Mr. Cunningham reported that Henry Callard and Henry Scattergood, two headmasters engaged to study Moses Brown School's educational program, will spend several days at the School during the next three weeks. They feel they can cover the job themselves, perhaps with occasional specialized help. The Clerk expressed the hope their report would be ready before Yearly Meeting.

It was suggested that the School Committee hold an organizational meeting Thursday, June 19, at Yearly Meeting as soon as new members are named, to prepare for active work before Fall. A joint meeting with the Trustees was proposed by Mr. Freeman.

Margaret Sisson for the Committee on Inevitable Change reported many negotiations but great difficulty in finding a successor for Marion Cole at Lincoln. She asked for suggestions from Friends. It was proposed that the Executive Committee of the School Committee cooperate with the school heads in the matter of encouraging qualified Friend teachers to come forward.

Robert N. Cool

Acting Recording Clerk

MOSES BROWN SCHOOL

PROVIDENCE, R. I.

The Committee on Moses Brown and Lincoln School met 6th month 20th, 1958, at Lasell Junior College in Auburndale, Mass. The meeting opened with a period of worship.

Present were: Miss Marion S. Cole, Moses Bailey, Walter H. Wood, Seth K. Gifford, Robert N. Cool, Caleb A. Smith, Margaret A. Cates, Eleanor C. Bailey, Winnifred A. Barrett, Daisy N. Newman.

Willard H. Ware was asked to continue as Clerk until the October meeting.

The Yearly Meeting's great satisfaction in the progress that the Committee has made under Willard Ware's chairmanship was spoken of enthusiastically.

We considered the question of making public certain parts of the Callard-Scattergood survey of Moses Brown School, leaving this to the discretion of the Clerk and the Headmaster.

Miss Cole gave a report of the Scholarship Committee's meeting. \$5,945 are available for the Quaker students in the two schools. Lincoln has 16, Moses Brown School, 12. Lincoln students will receive \$3,440, Moses Brown School students, \$2,505. These amounts must be supplemented by addition from other school funds.

The Committee on Moses Brown School and Lincoln School of New England Yearly Meeting of Friends authorizes the Treasurer of Moses Brown School to borrow up to \$25,000 to meet expenses incurred during the summer months of 1958.

The Committee considered whether it might be helpful in the setting up of the Model U.N. Session being contemplated by the students at Moses Brown School on April 10, 11 and 12, and appointed Robert Cunningham, Marion Cole, Seth Gifford, Caleb Smith, Edward Manice and Winnifred Barrett to serve on a committee for carrying out this concern and to report to the School Committee at its session in 10th month.

After a closing silence, the meeting adjourned until called by the Clerk.

Willard H. Ware, Clerk

Daisy N. Newman, Recording Clerk

MOSES BROWN SCHOOL

November 1958

The Committee on Moses Brown School and Lincoln School met on November 20th, 1958, at Lincoln School in Providence, Rhode Island. The meeting opened with a period of worship.

Present were: Miss Marion A. Cole, Moses School, Moderator; Miss K. Gifford, Robert A. Good, Caleb A. Smith, Treasurer; A. G. Goss, William C. Smith, William A. Smith, Secretary.

William A. Smith was called to order and an opening prayer was said.

The Yearly Meeting's report was read and a resolution to the effect that the Committee has made no recommendation regarding the school was adopted.

We considered the question of having public school buses at the school. The question of having public school buses at the school was discussed and it was decided to refer this to the discretion of the Board and the Superintendent.

Miss Cole gave a report of the Department of Education. The Department of Education has a budget of \$2,995 for the current year. The Department of Education has a budget of \$2,995 for the current year. The Department of Education has a budget of \$2,995 for the current year. The Department of Education has a budget of \$2,995 for the current year.

The Committee on Moses Brown School and Lincoln School met on November 20th, 1958, at Lincoln School in Providence, Rhode Island. The meeting opened with a period of worship.

The Committee considered whether it would be helpful in the setting up of the school. The Committee considered whether it would be helpful in the setting up of the school. The Committee considered whether it would be helpful in the setting up of the school. The Committee considered whether it would be helpful in the setting up of the school.

After a closing prayer, the meeting adjourned until called by the Clerk.

William A. Smith, Clerk

Daisy M. Newman, Recording Clerk

9/11/58-M ET

A meeting of the Executive Committee of the Board of Trustees was held September 11, 1958, at 4 P.M.

The following members were present: Roger M. Freeman, Jr., President, Alex. M. Burgess, Jr., Foster B. Davis, Gren O. Pierrel, Margaret G. Sisson, and Robert N. Cunningham. Excuse for absence was received from Seth K. Gifford.

AGREED to require a deposit of \$50 of all boys upon their enrollment for a new year, this deposit to be applied to tuition and to be non-refundable after August 15 if a boy withdraws.

AGREED that the President should circulate copies of the proposed new by-laws which are to be submitted for adoption to the Board of Trustees at the October meeting.

AGREED that the minutes of the Trustees should, for the foreseeable future, be left in the vault at the School for safekeeping, and that a copy of minutes of any meeting should be made available, as soon after the meeting as possible, to the Headmaster.

AGREED that the President, in consultation with the Headmaster, would complete appointment of an athletic advisory committee and that the student president of the Athletic Association should be a full voting member of the committee.

AGREED that the President should appoint a committee to study the feasibility of Annual Giving.

RECOMMENDED that hereafter the minutes of the Trustees should report action taken and not matters pending.

The Executive Committee respectfully requested the School Committee to report back to the Trustees the School Committee's action on all matters referred to it by the Trustees, and on such other matters as might be of concern to the Trustees.

It was requested that the Bulletin and the Quaker be sent free of charge to members of the Board of Trustees and of the School Committee, and that the Headmaster acquaint members of each body with the subscription rate of the Delphian and the Mosaic.

The Headmaster was requested to make a report at the October meeting of the Trustees on the Callard and Scattergood Survey.

The President and the Headmaster were requested to appoint, with the approval of either Gren Pierrel or Alex.

9/11/58-M2 ET

Burgess, Jr., or Margaret Sisson, a committee to study admissions and scholarships, and to formulate a draft of a possible policy to be adopted.

The Headmaster was requested to inform parents with boys in the Middle School of the new division under the supervision of Mr. Sprague, and to acquaint them with procedures for communication.

Respectfully submitted,

Robert N. Cunningham
Secretary

10/6-7/58

MOSES BROWN SCHOOL
PROVIDENCE 6, RHODE ISLAND

To the Board of Trustees of Moses Brown School:
To the Committee on Moses Brown School and Lincoln School:

Moses Brown began its 140th year with a joint faculty meeting with Lincoln School on Sunday evening, September 14. Irvin C. Poley, Director of the Teacher Training Program of the Friends Council on Education, spoke on the qualities of a good Quaker school. Preceding the talk, both faculties were the guests of the Providence Monthly Meeting at a box supper at the Meeting House.

ENROLLMENT

The enrollment this year is the largest in the School's history, totalling 452 boys. This is an increase of 36 over last year, an increase made possible by the reassignment of some classrooms and by better utilization of the old chemistry laboratory and an adjacent room.

Of the 452, house boys number 68, the same number as last year. Sixty-three house boys and 132 day boys comprise the Upper School (now the last four grades), and 5 house boys and 70 day boys comprise the Middle School (the 7th and 8th grades). In the Lower School there are 182 boys, all, of course, day students.

The senior class this year numbers 49.

For some months most levels at the School have been filled to capacity, and we have been compelled to turn away applicants. At one or two levels, however, we could still add a few boys. Our enrollment also has been affected by a number of last-minute withdrawals. Since in some instances these boys have led to our turning away earlier qualified applicants, late withdrawals are something of an embarrassment to the School.

FACULTY

We are beginning the year with the same number of new faculty members as last - nine in all. Of these, four are in the Upper School, one is in Middle School, and four are in the Lower School. All of the new teachers, however, do not represent a turn-over. We have added the equivalent of one teacher, and we have had to have temporary replacements for the people on Sabbatical leaves.

Among the new teachers in the Upper School are:

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John H. Jeffers, a graduate of Moses Brown in 1952 and of Brown University in 1956, who will teach Chemistry and Mathematics. Since his graduation from Brown, Mr. Jeffers has completed his Army service and has worked in the research and development laboratory of a branch of Allied Chemical and Dye Corporation.

Kenneth F. Justin, a graduate of Harvard in the class of 1954, with a Master of Arts in teaching degree from the Harvard Graduate School of Education in 1958, will carry on the work in German and Spanish formerly taught by Mr. Cate. Mr. Justin has been with the Army in Germany and has had practice teaching experience in Newton High School.

Frederick A. Pratt, a Harvard graduate in the class of 1955, will teach European and Ancient History. Mr. Pratt, who played on the Harvard hockey team, will coach hockey when it is available.

Mrs. William R. Link, who attended Radcliffe and Washington University, and has worked in the Special Collections Department of the John Hay Library, Brown University, will replace Mrs. Paxton in the Library during the first term, and will also teach classes in Latin and in French.

This year we are replacing a part-time music teacher with a full-time man. Joseph S. Dibble, a graduate of Haverford College in 1953, who has done graduate work in music at Harvard, will handle the music of Upper, Middle, and Lower Schools.

Donald R. Gardner, Jr., a graduate of Bryant College and of Brown University in 1957, who has taught at Pawtucket Christian Day School, will teach 7th and 8th grade English. In taking on this work, he is enabling some of the Upper School teachers to cover classes normally taught by Mr. Paxton, who is now on Sabbatical leave.

In the Lower School Mrs. Alfred W. Billes, who has had four years of teaching experience in Ontario, will be in charge of the Second Grade.

Miss Sheila L. Jones, an Englishwoman, who has taught both in England and at the Mary C. Wheeler School in Providence, will be in charge of the Fifth Grade.

John T. Spicer, a native of Providence and a graduate of Brown University, will teach Social Studies in the Sixth Grade, help with the Lower School athletic program, and become familiar with admissions procedures. Between completing his school career at Deerfield and his graduation from Brown, Mr. Spicer has been in business in Providence, and has been a representative of an American business firm in Paris.

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In working with boys previously, he has been active as a counselor and tutor. He has also had some teaching experience in two different schools.

Miss Helen F. Sadlier, who has been associated with the School essentially on a tutorial basis, is now on a full-time schedule and will offer a course aimed at improving reading; in addition, she will do individual testing, and undertake special work for boys with reading disabilities.

ADMINISTRATION

The most obvious change this year is the establishment of the Middle School. Composed of the top grade of the Lower School and the bottom grade of the Upper School, it is directed by Lloyd F. Sprague. The change has been sharp, heretofore, from the Lower School, where their few teachers come to the boys in their homeroom, to the Upper School, where boys are expected to go to each master in his own classroom. Both our own faculty and the authors of last spring's survey, Messrs. Callard and Scattergood, felt that a Middle School would offer a useful transition in classroom procedure and teaching, as well as in the areas of athletics and of social development.

Mr. Armstrong has been relieved of his classes in Chemistry to devote his full time as Athletic Director to the Lower and Middle Schools, as well as to the Upper School. This change, endorsed by Messrs. Callard and Scattergood, enables Moses Brown to offer from the first grade through the twelfth, a planned athletic program adjusted to the needs and inclinations of boys at different ages, subject to the recognized limitations of our plant.

As has been previously indicated, we shall begin this year to try to have a centralized handling of the details of admission.

In the Upper School, at his request, Mr. Raines has been relieved of all classroom teaching in order to handle the Dean's duties more adequately. Mr. Westland is his assistant living in the building, and as such supervises the men on the corridors. Either Mr. Raines or Mr. Westland will be available at all times during the twenty-four-hour day.

In addition, we have set up a new class schedule which not only should provide somewhat more time in the classroom, but eliminate some of the conflicts existing last year between the classroom, athletics, and extra-curricular activities.

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One of the shortcomings of the School last year seemed to be insufficient communication between different departments. We are attempting to remedy this situation by having meetings of the entire faculty once a month, separate meetings of the Lower, Middle, and Upper School faculties once a month, and departmental, advisory, and House meetings twice a month.

In addition, we have put out an enlarged and revised Students' Handbook, and a new Faculty Handbook to improve communication and understanding within the School. As a further help toward understanding, we are now sending to the Clerk of each Monthly Meeting a current catalogue of Moses Brown School and copies of each issue of the Bulletin and the Quaker. Members of the faculty have also volunteered to visit Monthly Meetings to discuss the School in person if any Meeting would like such a visit.

TEACHING

As I have written elsewhere, the one essential quality of a teacher, assuming that the teacher is a man of humane feeling, is that he be a catalyst, capable of stirring young men to creative fulfillment in whatever they undertake. To this end, several things are being done to strengthen both the structure of each department and the teaching within it.

As indicated above, teachers this year are meeting with their own department heads twice a month. At these meetings they are examining and continually developing their lesson plans and techniques of teaching. Systematic visits to each others' classes are being followed by analytic discussion of the methods observed, and ways of improving teaching are being constantly sought.

We are also in the process of arranging for every teacher in the School to visit at least one other school before Christmas to see what teachers in their subjects are doing elsewhere. At the last meeting of the whole faculty, the Headmaster distributed copies of Alfred North Whitehead's The Aims of Education, asking each teacher by the next meeting a month hence, to read the first essay and to come to the meeting prepared to discuss two things:

- (1) The most significant point made by Mr. Whitehead
- (2) How to apply that idea to his subject and his level of teaching

Furthermore, we have strengthened the curriculum this year by an optional course in Music Appreciation at the Upper

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C 10/7/58

School level; a required course for the IV Form, meeting twice a week, aimed at improving reading; and by the inclusion of material on Quaker principles in the course on Bible.

In addition, the Science Department is offering an advanced course in Physics essentially at a college freshman level, with laboratory work done under the direction of a member of the Brown University faculty who also supervises the laboratory work in Physics at Brown.

We have also prepared an eleven-page summary on how to study, on English usage, and on use of the library, as a text for every Middle and Upper School class. It is idle to try to develop habits of clear communication unless minimum essentials of correct expression are required in speech and writing in all subjects, whatever their content.

ADVISERS

As a further help to each boy's development, a member of the faculty has been appointed as an adviser to each boy in the Upper School. An adviser is not a policeman to catch a boy, nor a tutor to save him from failure; rather, his purpose is to plan with a boy and with parents a boy's curricular and extracurricular activities, to offer sound advice and information, to represent a boy before the faculty, to keep in close touch with a boy's family, and, as a trusted friend, to help a boy get as much as possible from the School and in turn to give as much as possible to the School. An advisory system, of course, is primarily dependent on the quality and wisdom of the men who carry it on, but the attitudes of both parents and students are major contributory factors.

PHYSICAL CHANGES

In addition to the countless minor repair and painting jobs which always fall to the maintenance staff during the summer, we have renovated the old Science Laboratory as headquarters for the new Middle School. We have also converted rooms hitherto used by either bachelor teachers or boys into two apartments suitable for married couples on the corridors occupied by boarders in the IV and V Forms. Also, during the summer, the School resurfaced the front driveway.

We have lost through retirement the invaluable services of Miss Ruth M. Cook, who has been with the School Infirmary since 1922, and of Mr. Arthur W. Cate, the versatile and stimulating head of the Foreign Language Department, who first came to Moses Brown in 1919.

T 10/6/58

C 10/7/58

Seniors of the class of 1958 have enrolled in the following schools and colleges:

Amherst	1	Norwich	1
Babson	1	Oberlin	1
Boston U.	1	Princeton	1
Bowdoin	1	Rensselaer	1
Brown	4	R.I.School Design	1
Colby	1	Rollins	1
Cornell	2	Tufts	1
Dartmouth	2	Union	1
Duke	1	U. Pennsylvania	4
Earlham	1	U. Rhode Island	5
Harvard	2	U. St. Louis	1
Haverford	1	Washington U.	1
Hobart	3		
Idaho	1	Air Force	1
Lafayette	2	Lawrenceville	
		School	1

The record of college admissions was not so good as we should have liked. The explanation in part lies in the tremendously increased competition since all of the stronger colleges have many more qualified applicants than they can take. To some of us, nevertheless, it appears that Moses Brown must try to do better than last year. Some of the changes which have already been mentioned include among their aims a better performance in this respect, and many of them will be familiar to you from the report submitted by Messrs. Callard and Scattergood after the close of School last June.

CONCLUSION

In conclusion let me say that I have been much impressed by the apparent willingness and ability of nearly everyone to try to adjust to changes. It is bound, however, to be an uncomfortable year in this respect for many of us, for adjustment always requires effort. If at times things should seem difficult, it may reassure us to recall the observation of Justice Holmes, that "Repose is not the destiny of man."

Respectfully submitted,

Robert N. Cunningham

Headmaster

A meeting of the Board of Trustees of the Moses Brown School was held in Alumni Hall, Monday, October 6, 1958, at 7:45 P.M. Mr. Freeman presided. After observing a moment of silence, roll was called. Present were the following members: Miss Edith L. Buffum, Dr. Alexander M. Burgess, Jr., Mr. W. Chester Cobb, Mr. Robert N. Cunningham, Headmaster, Mr. Foster B. Davis, Jr., Mr. Robert S. Davis, Mr. Henry C. Foster, Mr. Roger M. Freeman, Jr., Mr. Barnaby C. Keeney, Mr. Edward A. Manice, Mrs. Dwight H. Owen, Mrs. Charles P. Sisson, Mr. Thomas E. Steere, Jr., Mr. Donald H. Taylor, Mr. Andrew R. Towl, and Mr. Willard H. Ware. Those excused were: Mr. Robert O. Anthony, Mrs. Harold J. Field, Mr. Seth K. Gifford, Mr. Robert H. Goff, and Mr. Gren O. Pierrel.

The minutes of the Annual Meeting, held May 5, were approved as circulated.

ALUMNI ASSOCIATION

Mr. Taylor announced the current plans of the Association which included a Board of Directors meeting to be held October 7; the Annual Meeting to be held in November, and a mid-winter dinner, the date to be announced.

PARENTS' COUNCIL

Mr. Robert Davis reported that October 15 will be the first fall meeting of the Council, which pledges its wholehearted support to Mr. Cunningham for the ensuing year.

FINANCE COMMITTEE

Mr. Foster B. Davis, Jr., in presenting the profit and loss statement for 1957-58, pointed out the fact that due to the able execution of Mr. E. Harold Jernquist and Mr. Robert Cunningham expenses this past year were kept within income.

After enumerating the physical improvements made at the School during the summer months, Mr. Davis discussed the proposed final budget for 1958-59. Mr. Keeney recommended that such costs as pensions, payroll taxes, and TIAA should be charged to instruction expense rather than wholly to administrative expense. It was agreed that Mr. Jernquist should be advised of this.

On motion duly made and seconded, it was VOTED that the final budget as changed in line with the above, be accepted and recommended to the School Committee for approval.

The first part of the paper discusses the importance of understanding the underlying mechanisms of the observed phenomena. It highlights the need for a comprehensive approach that integrates various disciplines to address the complex nature of the problem. The authors emphasize that a thorough understanding of the system is essential for developing effective solutions.

In the second section, the authors present a detailed analysis of the data collected from the field studies. They identify key trends and patterns that provide insights into the behavior of the system. This analysis is crucial for validating the theoretical models and for informing the design of future experiments.

The third section focuses on the development of a mathematical model that captures the essential dynamics of the system. The authors describe the various parameters and variables involved, and they explain how the model is derived from the underlying physical principles. This model serves as a foundation for the subsequent analysis and simulation.

In the fourth section, the authors present the results of numerical simulations performed using the developed model. They compare the simulation outcomes with the experimental data to assess the model's accuracy and predictive capabilities. The results show that the model effectively captures the main features of the system's behavior.

The final section discusses the implications of the findings and suggests directions for future research. The authors conclude that the study provides a valuable contribution to the understanding of the system and offers practical insights for its management. They encourage further exploration of the identified gaps and the development of more advanced models.

SCHOOL PROPERTY

Although no formal Trustee action was felt necessary, it was agreed that the questions of the removal of a horse-chestnut tree from the Lower School playing field and the possible relocation of the fine bird collection in Middle House were within the jurisdiction of the Headmaster and his staff and that they should feel free to take appropriate action.

HEADMASTER'S REPORT

Mr. Cunningham briefly discussed his report to the Trustees which had been circulated prior to this meeting. The members present were gratified by the School's progress as indicated in the genuinely optimistic report.

A succinct digest, prepared by Mr. Ware, of the report submitted by Mr. Henry Scattergood, Principal of Germantown Friends School, and Mr. Henry Callard, Headmaster of Gilman School, upon completion of their study of this school was presented. The highlight of this commentary was the fact that of the twenty-four recommendations submitted, eighteen of these have already been initiated. In addition, Mr. Cunningham urged that careful consideration be given to such vital problems confronting the School as were specified in the abovementioned report. These included:

1. The necessity for a more coordinated admissions policy
2. The need for guidance in granting scholarship aid
3. The importance of undertaking a study at this time of all aspects of the Boarding Department, with the advice that no action be considered for at least a period of one year.

It was agreed that the Board of Trustees recommend to the School Committee that a committee be appointed as soon as possible by the School Committee to study all phases of the Boarding Department, with the proviso that no action should be taken for a period of one year.

Mr. Cunningham announced that in his endeavors to find an Assistant, he has interviewed one very likely candidate: Mr. W. Byron Forbush, II, of Friends Academy in Locust Valley, Long Island. He also pointed out the following changes which have been undertaken to improve the school program: pamphlets have been printed for use by the faculty in addition to revising the student handbook; a more effective scheduling process has been initiated; a full-time teacher for music has been appointed, and open houses have been scheduled for all classes.

PENSIONS

The Board was advised by Mr. Cunningham that, due to other pressures, Mr. Jernquist had not yet been able to have a full discussion with each faculty member concerning his choices in connection with the new Pension Plan. Many such discussions have been completed, however, and it was estimated that the work would not take very much longer. Mr. Towl, Pensions Committee Chairman, was questioned as to his interpretation of the effective date of the new plan as it related to actual payments made by the School on behalf of the Faculty and Administrative Group to TIAA. A brief discussion was held and agreement reached that no matter when, within the allowable one-year period from July 1, 1958, an employee decided to accept the new Pension Plan for his pension coverage, the School would make retroactive payments to TIAA on his behalf based on his salary commencing with that earned beginning July 1, 1958.

BY-LAWS

Mr. W. Chester Cobb, Chairman of the By-Laws Committee, presented the revised By-Laws as proposed by the committee. Prior to the Annual Meeting in May, 1958, these had been circulated to all Trustees, but action on them had been temporarily tabled. A full discussion was held and Mr. Manice's written comments were read in detail. It was agreed that certain editorial and other minor changes be made. Mr. Cobb and Mr. Robert Davis were asked to reprint and re-circularize the proposed new By-Laws. Due to the minor nature of these changes, however, it was VOTED that the proposed By-Laws be accepted as corrected and presented to the School Committee for their approval; the effective date to be coincident with their acceptance by the School Committee.

COMMITTEE APPOINTMENTS

Mr. Freeman announced that he would, within the near future, appoint members to the Annual Giving Committee and the Athletic Advisory Committee discussed at the previous meeting.

The meeting was adjourned at 10:15 P.M.

Kathryn G. Owen
Secretary



MOSES BROWN SCHOOL

PROVIDENCE, R. I.

Committee on Moses Brown School and Lincoln School

The meeting of the Committee on Moses Brown and Lincoln Schools held at Lincoln School Tenth Month 7, 1958, was opened with a period of silence and reading by the Clerk of Romans 12:1-11.

Virginia Townsend was asked to serve as temporary recording clerk.

The following were present:

Dorothy T. Acheson	Rudman J. Ham
Eleanor C. Bailey	Lillian Jenks
Moses Bailey	Edward A. Manice
Charles F. Brown	Daisy N. Newman
Edith L. Buffum	Thomas Perry, Jr.
Alexander M. Burgess, Jr.	Margaret G. Sisson
Robert N. Cool	Caleb A. Smith
Russell S. Douglas	Virginia Townsend
Henry C. Foster	Leota Wadleigh
Roger M. Freeman, Jr.	Willard H. Ware
	Lyra T. Wolkins

Robert N. Cunningham and, for a part of the session, Marion S. Cole were in attendance.

Each member present gave name and Monthly Meeting affiliation as introduction and identification. Cards were distributed for securing names and correct addresses, from which an up-to-date list will be made up and sent to each Committee member.

The Clerk spoke of his pleasure at having on the School Committee representatives from every Quarterly Meeting in the Yearly Meeting. He also emphasized the amount of work and study ahead of the Committee on many phases of school policy and operation.

Minutes of the meetings of Fifth Month 6 and Sixth Month 20, were read. They were approved with the addition of the following to the Minutes of the meeting of Sixth Month 20, 1958:

"Lengthy consideration was given to the time and method of replacement of Nominating Committee members whose terms on the School Committee had expired, leaving vacancies on the Nominating Committee during the summer when there was work to be done. Decision was left to the Clerk." The Clerk reported that temporary appointments, for service until the October meeting, were Henry Foster and Thomas Perry, Jr.

MOST BROWN SCHOOL

PROCEEDINGS

Session on Most Brown School and Lincoln School

The meeting of the Committee on Most Brown and Lincoln Schools held at Lincoln School fourth month 7, 1935, was opened with a period of silence and reading by the Clerk of Records 12:11.

Virginia Townsend was asked to serve as temporary secretary.

The following were present:

Dorothy T. Adams	William J. Lee
Eleanor C. Bailey	Lillian Lee
Moore Bailey	Edward A. Wilson
Charles R. Brown	Gayle M. Wilson
Edith L. Brown	Thomas Perry, Jr.
Alexander M. Brown, Jr.	Margaret G. Wilson
Robert N. Cool	John A. Smith
Russell E. Hughes	Virginia Townsend
Henry C. Foster	John A. Smith
Henry M. Brown, Jr.	William J. Lee
	Lyra T. Wilson

Virginia S. Gunningham and, for a part of the session, Arthur S. Gole were in attendance.

Members present have made and Monday Meeting after session as introduction and identification. Names were distributed for seating names and correct addresses. They which an up-to-date list will be made up and sent to each Committee member.

The Clerk spoke of his pleasure at having on the Committee representatives from every territory meeting in the Yearly Meeting. He also reviewed the amount of work and study ahead of the Committee on various phases of school policy and operation.

Minutes of the meetings of Fifth Month 6 and Sixth Month 20, were read. They were approved with the addition of the following to the Minutes of the meeting of Sixth Month 20, 1935:

Very consideration was given to the time and method of replacement of Nominating Committee members whose terms on the School Committee had expired. Several suggestions on the Nominating Committee during a summer recess there was work to be done. Decision was left to the Clerk. The Clerk reported that temporary appointments, for service until the October meeting, were Henry Foster and Thomas Perry, Jr.

It was further suggested that the name of both Clerk and Recording Clerk appear at the end of meeting minutes.

It was also reported that circularization of the report of the Special Committee had been carried out.

The Nominating Committee submitted its recommendations for Clerk, Recording Clerk, membership on the two Boards of Trustees, and the Executive Committee. These recommendations were approved, and completed list of these appointments will be sent to all Committee members.

It was pointed out that the membership of Lillian Jenks on the School Committee had never been noted, and this was done. The selection of Mary Hoxie Jones as the fourth member of the School Committee group made up of Presidents of the Boards of Trustees and friends of the Schools was approved.

The School Committee has been aware for some time of the approaching retirement of Marion Cole, who has served us so well and gained such a warm place in our affections. Margaret Sisson presented the report of the Committee on Inevitable Change. The Committee united in presenting for consideration with their strong recommendation, Mary Louise Schaffner. It was obvious that this recommendation came from a long and careful study of her qualifications and those of many others who were suggested to or sought out by the committee, and that while they had made every effort to find a candidate with membership in the Society of Friends, they were thoroughly satisfied that they had found in Mary Schaffner the best qualified candidate for the position of Headmistress of Lincoln School.

The School Committee appoints Mary Louise Schaffner as Headmistress of Lincoln School on Marion Cole's retirement, and authorizes the Clerk to complete arrangements with her and to work out details of announcements with Marion Cole and the Trustees.

We feel the weight upon ourselves of being more articulate than in the past in giving strong Quaker support to the School heads.

There was discussion as to the extent and emphasis of a conference for teachers and trustees of the two Schools along the lines of "A Quaker Orientation Program." It was decided that faculty and trustee representatives should be asked to serve on a planning committee to be appointed by the Clerk to work on plans for such a conference to be held later this year.

The next meeting of the School Committee is to be a Special Meeting - called to discuss several items on the agenda left unfinished and to consider various reports. This meeting will be held in Cambridge or Boston on the afternoon of Twelfth Month, 7. The Clerk will complete arrangements.

There was some discussion of the timing and method of making the announcements of the retirement of Marion Cole and the appointment of Mary Schaffner. It was decided that Lillian Jenks would call a meeting of the Trustees of Lincoln School on Thursday, Tenth Month 9, and Marion Cole's announcement to the faculty and student body would follow on the 10th.

The School Committee approved the recommendation of the Board of Trustees that the main building of Lincoln School be named "Frances Lucas Hall" in memory of Frances Lucas Henderson, principal from 1911-1920, who raised the money for the building in 1913.

Final budgets, revised after the beginning of the school year, were considered, and compared with the estimated, or preliminary, budgets submitted by the Boards of Trustees in Fifth Month. It was suggested that in order to see the financial and operating picture clearly as the year progresses, a monthly statement be submitted to the Executive Committee.

The amended By-Laws of Moses Brown Board of Trustees were mentioned briefly, but action on them was deferred to a later meeting, due to the need for further amendments, brought out in the Trustees meeting, the night before.

The reports of the Heads of the two Schools had been circulated prior to the meeting, but discussion on them was very limited because of the late hour. Robert Cunningham did state that of the twenty-four points made in the Callard-Scattergood report concerning Moses Brown School, some action has been started on eighteen of them. There will be a further discussion of these reports at a later meeting.

Willard H. Ware, Clerk

Virginia Townsend
Acting Recording Clerk

10/7/58 - M 4

Report of Nominating Committee - and approved appointments

Clerk

Willard H. Ware

Recording Clerk

Winnifred A. Barrett

Board of Trustees - Moses Brown School

Moses Bailey	Gren O. Pierrel
Edith L. Buffum	Caleb A. Smith
Alexander M. Burgess, Jr.	Andrew R. Towl
Russell S. Douglas	Willard H. Ware
Henry C. Foster	Walter H. Wood
Seth K. Gifford, II	Margaret G. Sisson
Edward A. Manice	

Board of Trustees - Lincoln School

Dorothy T. Acheson	Daisy N. Newman
Winnifred A. Barrett	Thomas Perry, Jr.
Eleanor C. Bailey	Gren O. Pierrel
Charles F. Brown	Margaret G. Sisson
Edith L. Buffum	Virginia Townsend
Margaret A. Cates	Leota Wadleigh
Robert N. Cool	Willard H. Ware
Seth K. Gifford, II	Lyra T. Wolkins
Rudman J. Ham	

Executive Committee of School Committee

Moses Bailey	Rudman J. Ham
T. Dwight Boole	Gren O. Pierrel
Alexander M. Burgess, Jr.	Margaret G. Sisson
Robert N. Cool	Virginia Townsend
Henry C. Foster	Willard H. Ware
Seth K. Gifford, II	

Appointed by School Committee - to School Committee membership

T. Dwight Boole	Lillian Jenks
Roger M. Freeman, Jr.	Mary Hoxie Jones

THE HISTORY OF THE CITY OF BOSTON

From the first settlement of the city in 1630 to the present time, the city has grown from a small fishing village to a great metropolis. The city has been the seat of many important events in the history of the United States, and has played a prominent part in the development of the nation.

The city has been the center of many important movements, and has been the birthplace of many of the great men of the nation. The city has been the seat of many of the great universities, and has been the home of many of the great artists and writers of the world.

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From the first settlement of the city in 1630 to the present time, the city has grown from a small fishing village to a great metropolis. The city has been the seat of many important events in the history of the United States, and has played a prominent part in the development of the nation.

The Executive Committee of the Trustees of Moses Brown School met on Thursday afternoon, December 4, at 4:30, in the Headmaster's study. The following members were present: Roger M. Freeman, Jr., Foster B. Davis, Gren O. Pierrel, Robert N. Cunningham.

The committee examined the Treasurer's report on income and expenditures through October 31 of the current year. They are approximately in line with the budget.

The question of supervision of grounds and buildings arose, and the Headmaster was asked to inquire of the Treasurer whether the Treasurer would care to assume over-all responsibility, with the superintendent of buildings and grounds reporting directly to him.

The committee unanimously endorsed the recommendation of the Parents' Council in their meeting of October 15, 1958, and submitted to the Trustees on the importance of beginning explorations of the direction in which the School ought to develop in the years ahead.

They noted that the recommendation from the parents was consistent with the following minute in the last meeting of the Trustees:

"It was agreed that the Board of Trustees recommend to the School Committee that a committee be appointed as soon as possible by the School Committee to study all phases of the Boarding Department, with the proviso that no action should be taken for a period of one year."

It was the sense of the committee that it would be well to appoint two separate committees: one to explore the advantages and disadvantages of a combined boarding and day school at the present time in Providence; a second committee to consider the over-all direction in which the School ought to move in the years immediately ahead.

The committee decided to postpone for future consideration the question of a tuition refund plan and a tuition plan.

The committee agreed that it would be well for the Trustees to operate under the old By-Laws until the new By-Laws could be formally approved by the School Committee.

Dr. Alex. M. Burgess, Jr. has agreed to accept the chairmanship of a committee to make recommendations about policy with respect to admissions and scholarships. Other members of the committee are: Basil G. Meserve, Mrs. Dwight H. Owen, Thomas E. Steere, Jr., and the Headmaster, Robert N. Cunningham.

12/4/58-M2 ET

The chairman of the Executive Committee plans to re-activate the old Development Committee, to make a study of Annual Giving.

The advisability of investing more advantageously the balance now on deposit in the Hospital Trust Company from the last drive for capital funds was discussed.

The meeting adjourned at 6:20 P.M.

Respectfully submitted,

Robert N. Cunningham
Secretary

MOSES BROWN SCHOOL
PROVIDENCE, R. I.

COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL

The Committee on Moses Brown School and Lincoln School met in special session on Twelfth Month 7, 1958, at the Friends Meetinghouse in Cambridge, Massachusetts.

The following members were present: Dorothy Acheson, Moses Bailey, Winnifred Barrett, Charles Brown, Alex. Burgess, Robert Cool, Russell Douglas, Henry Foster, Seth Gifford, Rudman Ham, Mary Hoxie Jones, Edward Manice, Leota Wadleigh, Margaret Sisson, Caleb Smith, Andrew Towl, Willard Ware. 2/3/59

Robert Cunningham and Lillian Jenks were also present.

Regrets were received from the following: Eleanor Bailey, Marion Cole, Thomas Perry, Jr., Virginia Townsend, Lyra Wolkins, Walter Wood.

The meeting opened with a period of meditation.

The reading of the minutes of the last meeting was dispensed with, since this meeting was called primarily for discussion.

The first matter taken up for consideration was the character of the two schools under the Committee's care, and what type of schools they should be.

It was felt that Moses Brown and Lincoln Schools are now good academic preparatory schools, and there was general concurrence that quality of preparation should be maintained. But there was also agreement that there could be improvement in some phases of operation and emphasis. The following queries were offered: How do we improve the operations of the schools? How can we get more Friends teachers? Shall we visit the schools often?

Those who have visited the schools this fall felt it was a rewarding experience. It was thought that a program of visitation by all the members of the Committee would (1) educate the members of the Committee, (2) educate the members of the Yearly Meeting through visits and reports made by the members of the Committee, and (3) would acquaint the students with those who have the responsibility for their school.

It was decided that each member of the Committee shall try to visit the schools sometime this year on a personal basis - unannounced and free to take, or give, what comes.

It was decided that on the day of the next Committee Meeting, Second Month 3, all members of the Committee will visit classes in the morning, having lunch in the school visited, and convene for the business of the Committee at 1:15 p.m., continuing until supper time.

It was suggested that members of the Committee should visit Monthly Meetings and Quarterly Meetings to tell about the schools; that Monthly Meetings appoint their members to visit the schools in order to learn about them first-hand. It is recognized that this process may create the problem of having to provide scholarship help to those who are likely to want to go to the schools.

It was decided to ask the Executive Committee to consider making plans for smaller groups to visit the schools at appointed times.

Robert Cunningham presented a report concerning the implementation of the various items in the Callard-Scattergood Report. (Full report has already been sent to all Committee members.) Here follow the notes taken during the discussion of points made. These follow the general plan and organization of the Callard-Scattergood Report.

The "sectioning of courses on the basis of ability" in the Upper Forms has already been instituted.

It was recognized that it would take time to make changes as to emphasis, content, goals.

It was recommended that a wider range of studies should be offered in order to appeal to those of all backgrounds, goals, abilities. At present, it is felt that we do not know how far we can go in putting students in classes of classified nature according to ability and/or interest.

Concerning the Study of Content: It is already being done in the French classes - each department prepares a syllabus on precise objectives; special meetings of teachers - Upper and Middle - are held; departmental teachers are not resisting this newly established precedent; the attitude of the faculty as a whole is cooperative; there seems to be a breaking down of walls between departmental heads; Robert Cunningham felt that they were still operating on a system of isolation, however. The Friends Tea of Providence Meeting sponsorship was felt to be a good public relations gesture.

The integration of the curricula of the Upper and Lower Schools is not easy to accomplish. Some mistakes have been made, partly because it is a new departure, partly because the principal of the Lower School has had little administrative experience. Each school has a distinctive program of its own: the Lower has the home room plan; the Upper allows for the movement of students from teacher to teacher. It is too early to evaluate how much has been accomplished.

The able students - the top half of the total student body - are encouraged to take five subjects: the lower half to take four subjects. Each student is required to state why he feels he should not take five subjects, thus placing the responsibility for the choice on the student.

In the Upper School, teachers are competent in the teaching of the subject matter, but are lacking in the variety of presentations. Many teachers do too much talking and most of the answering. Two teachers are visiting abroad this year. It is felt that this will widen their background experience, and perhaps, more imaginative teaching will be the result.

There seems to be a lack of sufficient lesson planning. Lessons are usually routine and dull. It is felt that this "broad and accurate indictment" is deserved.

There are limited library facilities. "Moses Brown's library is physically the same as it was 42 years ago." Lincoln School library may be a little better than the one at Moses Brown School. At Moses Brown, a yearly expenditure of \$400 for books and \$250 for periodicals is the usual pattern. It is felt that this is not enough for 400 students. It is suggested that it would be helpful to have a list of what is required for a good library. Someone recalled that there used to be a Library Fund. Since no one knew anything about it, it is suggested that, if there is one, it should be "found." Here is a place where a sub-committee of the School Committee might work with trustees and faculties. It is also suggested that perhaps Yearly Meeting fund committees, such as the Obadiah Brown fund, could help with the buying of Quaker books.

Robert Cunningham spoke at length concerning his experiences while trying to find good teachers who are Friends. He named those whom he had contacted. He felt that Byron Forbush would make an excellent Dean or Assistant Headmaster. He is committed to Quaker education, according to his father, and is a "devout Quaker." However, he is involved in study for his Ph.D. degree at Columbia University; he ultimately would like to settle in Baltimore; he prefers a "day" school, without a boarding department.

It was decided that Willard Ware should ask to visit with Byron Forbush concerning his coming to Moses Brown School as Assistant Headmaster or Dean.

Willard Ware proposed the formation of several sub-committees of the School Committee, to study in and report on several areas of school policy and operation. The fields of study suggested were:

1. Ways and means of finding and attracting to the schools qualified Friends teachers, and Friends'

children as students. This would also include study on the means of paying students' tuition and expenses, through additional scholarship aid, or through Yearly Meeting or local Meeting sources, etc.

2. Specific steps to be taken to increase Friends influence and impact on the schools.
3. The Boarding departments. This should be a thorough study of reasons for maintaining or eliminating the departments, and the establishment of policies to guide the schools over the years ahead.
4. Library facilities and needs; and methods of meeting requirements for better library performance.
5. Study of coordination of activities and functions of operation between the two schools, such as accounting, maintenance, use of facilities, etc.

Other fields of study were suggested, but these five are considered as adequate to begin with. It was suggested that perhaps the first three at least were particularly policy matters of prime interest and concern to Friends, and therefore peculiar to School Committee. The other two might well be considered fields for joint exploration with the Boards of Trustees.

Much time was spent in trying to decide how we should appoint working sub-committees. Should they be composed of members of the School Committee only, or should non-Friend Trustees also be included? What is to be the "intent" of sub-committee work? Will they do preliminary study of issues with which the School Committee is concerned? Involving Trustees and others after the study, or before?

It is felt that there should not be "competition" between the members of the School Committee and the Board of Trustees. We are reminded that half of the Trustees are members of the School Committee. We all felt in accord with this statement: "We must give every consideration to the place, intelligence and feelings of Trustees. Let there be inclusiveness rather than exclusiveness with regard to working with Trustees."

It was decided the Clerk should get information from the members of the School Committee as to their choices of committees on which they want to work; communicate our concern for sub-committees to the presidents of the Boards of Trustees; report to the Executive Committee Second Month 2, 1959.

The meeting closed with a moment of prayerful silence.

Willard Ware - Clerk

Winnifred Barrett - Recording Clerk

MOSES BROWN SCHOOL
PROVIDENCE 6, RHODE ISLAND

To the Board of Trustees of Moses Brown School:
To the Committee on Moses Brown School and Lincoln School:

The first half-year has been, on the whole, successful. To the Headmaster it seems as though both faculty and boys are showing a growing sense of purpose; and that morale is improving.

We are working steadily to improve our teaching. As far as I know, every teacher in School has visited at least one other school, and many teachers have visited several. In addition, all teachers have visited each others' classes on occasion and have discussed afterwards ways of improving their teaching.

In November teachers at all levels held Open Houses for parents. At these, they explained to parents the aims and methods used in classes which their boys attend. With one exception, when confusion developed and discussion became strident, the Open Houses went off satisfactorily. If they are to be as successful as they can be, however, we have learned that it is well to have careful planning and a rehearsal beforehand.

Mr. Fuller and Mr. Paxton are back from their leaves, apparently much refreshed; and Mr. Whitford is about to take off for the second half-year.

The performance of our seniors on their College Board Aptitude Tests taken in December was in some instances excellent. There were, however, still too many boys with mediocre or low scores. This is a situation which can be corrected, as we try to select boys more wisely and as we improve the atmosphere in which they are working. Progress, however, will come slowly.

ADVISORY SYSTEM

Before the term began, the Headmaster, in consultation with the Director of Studies, appointed an adviser to every boy in the Upper School. He also designated a short period daily before lunch, when advisers could see their advisees. The program is now under way with results apparently excellent in some areas, and less good in others. This, of course, is what one would expect in initiating a new program among men of varying aptitudes and experience. By the end of the Christmas recess, however, nearly every adviser had been in touch with parents either by telephone or by letter; and several had had personal conferences as well. The following letter, which I quote, illustrates how gratifying the work of advisers may be:

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"Dear Mr. X:

My wife and I thank you for your interest in and kindness to our son. We know that you have been in great part responsible for his adjustment to his new surroundings, for his marked improvement scholastically, and for his overall increased self-confidence and maturity which has been so evident during his homecoming over the holidays.

To my mind, there is no more important mission or accomplishment in life than to participate so importantly in the proper moulding of a young man.

You have done a great thing, Mr. X. Bless you for it. All three of us are forever indebted to you!

Wishing you a Happy New Year,

Sincerely,"

(signed)

As the advisory system develops, our hope is that feelings such as those voiced in the letter, may become widespread.

ATHLETICS

Since the revised athletic program has been discussed at length in a recent Bulletin, I will not repeat a detailed description of it in this report. At this point, however, the new program appears to be off to a good start.

The most notable event during the autumn was the undefeated record of our football team. This achievement was due to the skill of the coaches, to the hard work of the boys, and to the splendid spirit of cooperation and high morale which distinguished the team. Their example, in my opinion, has contributed appreciably to the improved morale of the School in recent months.

Another gratifying aspect of the football season was the increasing support of the team by both parents and boys, as marked by the large attendance at the games. A particular tribute is due the mothers of the boys on the team. They prepared excellent teas after every home game, and Alumni Hall was crowded with friends and visitors.

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EXTRA-CURRICULAR ACTIVITIES

Outside athletics, boys have been equally active. The Student Activities Council, for instance, has devised a seal from the coat of arms of Moses Brown, and adopted a school blazer to be worn by the two upper classes. The Boarders have formed a House Council, have drawn up a constitution, and have taken the initiative in having the Common Room on the present Fourth Form corridor redecorated and furnished to provide an adequate place where boys can read or listen to music in their leisure time.

During the autumn most of the School have been working on the Model East Coast United Nations meeting which Moses Brown is holding in Providence in conjunction with Lincoln School and Brown University on April 10, 11, and 12. Some thirty-five committees are busy with such matters as fund-raising, housing, publicity, speakers, invitations, and the myriad details essential to putting on such an undertaking successfully. At this point their energy and organization seem quite remarkable. Over five hundred guests from eighty-one schools extending from Florida to Canada are expected to be here in Providence for the meeting. Among the speakers already secured are Governor Del Sesto, Senator Greene, and Mr. Mason Sears, President of the Trusteeship Council of the United Nations.

QUAKER PRINCIPLES

In various ways Quaker principles and practices are becoming more significant part of the School. At the Quarterly Meeting in January, for instance, two boys from Moses Brown were among the participants; and the School and the Providence Monthly Meeting held a joint Sunday meeting for worship at the School on January 18th.

In addition, Messrs. Cole and Howe have made visits to Monthly Meetings in the New England area to explain the School. On occasion, also, some of the younger boys in the School have paid visits to the Meetinghouse. Mr. Cole has introduced a brief history of Quakerism and an exposition of Quaker principles and practices in his course of Bible; and among outside speakers who have expounded the Quaker point of view at the School are William Huntington, mate of the Golden Rule, which attempted to sail into the atomic testing area in the Pacific as a protest against the tests; and General Hester, who presented the case for pacifism and cooperation on a world-wide scale.

PARENTS

Our Parents' Council, under the able chairmanship of Robert S. Davis, has been an extremely active and vital group. Different members of the faculty have been invited to their monthly meetings to explain such areas of the School as athletics, art, the proposed United Nations Meeting, and recommendations

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about the School made by both Messrs. Callard and Scattergood and by the faculty. The Council also held a parents' meeting on the Evening of January 26th to hear a discussion of the question of college admissions. At that meeting a panel composed of Grant Curtis, Director of Admissions at Tufts College; C. William Edwards, Director of Admissions at Princeton University; and Benjamin W. McKendall, Assistant Director of Admissions at Brown University, discussed such topics as "How a College Chooses a Boy"; "The Relative Status of Private and Public School with Respect to Admission," and "What a Parent can do to Facilitate College Admission." Their discussion was followed by an extended period for questions and answers.

In addition, the mothers under the able chairmanship of Mrs. Barnaby Keeney, and Mrs. John Steere, assisted by various faculty members, held an extremely successful annual Book Fair. This year the Fair took in about \$5,000. These funds, less expenses, go toward strengthening the Library facilities of the School.

MISCELLANEOUS

Among other developments has been the establishment of a committee, under the chairmanship of Dr. Alex Burgess, Jr. to draw up recommendations on policy with respect to admissions and scholarships.

Because of the press of other duties, Dr. Alex. Burgess, Jr. has asked to be relieved of responsibilities as School Physician. We owe him our thanks for a job well done. Much to our gratification Dr. John Barrett has agreed to take on these duties. We are very fortunate, indeed, to have a man of Dr. Barrett's calibre associated with the School in this capacity.

The disastrous fire in Chicago has, of course, made everyone more than usually conscious of fire hazards. We at the School have made a survey ourselves, and are taking steps to improve exits and fire escapes. In addition, the President of the Board of Trustees has sent a man from the Manufacturers Mutual Fire Insurance Company to make a thorough survey of the School and submit a report. To be as safe as we should be, it may well be that extensive steps - even some rebuilding - will appear advisable.

THE FUTURE

The fire hazard in itself points up the larger fact that the School has come to a critical point in its life, and that time will not wait for us. The defects in our buildings not only impair safety; they also make it increasingly difficult to secure and keep the teachers we need. A present weakness at Moses Brown is the lack of teachers in the middle age groups from 30 to 50 - a lack which appears to have developed from inadequate salaries and inadequate quarters during the past two decades for those supervising the corridors.

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Last year we initiated steps towards improving salaries. This year we have made minor improvements in two faculty apartments. Within the next months each of the families occupying these two apartments is expecting a baby. Each has informed me that, as consequence, their present living arrangements will not be adequate for the future. I cannot help agreeing with them. At the same time each is loath to ask for extensive and expensive improvements since the apartments at best can become only make-shift provisions in a building not up to modern school standards of safety and liveability. Hence we are faced with the impending loss of two young teachers of growing value whom it is in the School's interest to keep, and thereafter with a continuation of this unhappy cycle. If we try to keep these men, we do not know how we are to house them and at the same time provide adequate supervision of the corridors. If we replace them, we shall not know any better how to cope with the problem when it recurs. It is not the way to build or maintain a strong school.

Comparable problems exist in many areas of the School. During recent periods of cold, windy weather, for instance, it was impossible to heat the upper northwest corridor above 44 degrees. I have already alluded to one disappointing Open House. The unhappy atmosphere of that occasion stemmed essentially, I believe, from the dissatisfaction of some parents over our scheduling of athletic periods - which was necessitated by athletic facilities grossly inadequate for a school of our present size. At the present time, also, we can find no suitable place for enough lockers for the Middle School. Many classrooms, moreover, are small and without enough room for bookshelves, blackboards, and other teaching aids. These are merely illustrative of the many irritants detracting from the best performance of boys and teachers. Our problems are manifold; our task is of some magnitude.

Most of the teachers and staff at Moses Brown are, I believe, loyal to the School. With the best will in the world, however, it is impossible for them to operate a really satisfactory school under present conditions. Minor break-downs recur with attendant frustration; at times paralysis threatens. Questions face us today which I do not know how to answer.

I cannot, consequently, overstress the importance of the Trustees' and School Committee's beginning at their mid-winter meetings, vigorous, long-range planning, and of their making sure that those in intimate touch with these and many related problems are represented in the planning.

Let me conclude on a more hopeful note. The few months which have passed since the last Headmaster's Report have seen the beginning of encouraging changes, many of which have already been mentioned. I, for one, am particularly glad to see a growing interest in the School on the part of the Yearly Meeting and an increase in communication between them and those more immediately associated with the School. As I look toward the future, I desire nothing so much as the fullest possible flowering of understanding and cooperation between

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these two. Indeed, mutual understanding; cooperation, in which each man is valued according to his abilities, regardless of race or creed or status; and service to mankind are ideals held in common by all good Christians, Quaker or otherwise. Regardless of differences and technicalities, it seems to me imperative that all of us concerned for the School join together at once with openness of mind and magnanimity of spirit if we are to realize our vision of the school that Moses Brown can be. It is the only way to make our dream a reality.

Respectfully submitted,

Robert N. Cunningham

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES

February 2, 1959

A meeting of the Board of Trustees of the Moses Brown School was held in Alumni Hall, Monday, February 2, 1959, at 8:00 p.m., with Mr. Freeman presiding. After observing a moment of silence, roll was called. The following members were present: Mr. Robert Anthony, Mr. Moses Bailey, Dr. Alex. Burgess, Mr. Chester Cobb, Mr. Robert Cunningham, Headmaster, Mr. Foster Davis, Mr. Robert Davis, Mr. Russell Douglas, Mrs. Harold Field, Mr. Roger Freeman, Jr., Mr. Seth Gifford, Mr. Robert Goff, Mr. Edward Manice, Mrs. Dwight Owen, Mr. Gren Pierrel, Mrs. Charles Sisson, Mr. Caleb Smith, Mr. Donald Taylor, Mr. Andrew Towl, Mr. Willard Ware, and Mr. Charles Gross, Treasurer of the Development Fund. Those excused were: Miss Edith Buffum, Mr. Henry Foster, Dr. Barnaby Keeney, Mr. Thomas Steere, and Mr. Walter Wood.

The minutes of the October 6th, 1958 meeting were approved as circulated.

ALUMNI ASSOCIATION

Mr. Donald Taylor, who was re-elected President of the Alumni Association at a dinner meeting held November 17, announced that the Alumni also voted: an appropriation of \$150.00 to the School for the purchase of footballs in addition to a \$50.00 prize to be awarded to an outstanding Senior student; to recommend that the Board of Trustees give prompt consideration to organizing an Annual Giving Program as soon as possible.

PARENTS' COUNCIL

Mr. Robert Davis announced that the Parents' Council in its efforts to promote a stronger relationship between the parents and the School has organized two meetings. The first, held January 26th, was a panel discussion on college admissions with Grant Curtis, Director of Admissions at Tufts University (College of Liberal Arts); C. William Edwards, Director of Admission at Princeton University; Benjamin W. McKendall, Jr. Assistant Director of Admission at Brown University, participating. Mr. Robert Cunningham was moderator for the panel. The second meeting will be held for the Lower and Middle School fathers and sons on March 6th, with Mr. David Jarden presenting a travel lecture and movie. This year, reports are also being circulated to the parents periodically to inform them of the activities and problems of the Executive Committee.

The Board was urged by Mr. Davis to consider carefully the Resolution attached herewith, which was passed by the Executive Committee at their October, 1958 meeting.

*Amended = "attached to the original
pg of the minutes"*

*Minutes
of May 1959*

(From Minutes of the Executive Committee Meeting of the Parents' Council 10/58)

"That because of its deep interest in the high quality of education in all departments of the School, and its desire to assist the School in obtaining the facilities needed to maintain such quality, the Parents' Council strongly recommends to the Executive Committee of the Board of Trustees, that a committee be appointed to explore the factors involved in, and to prepare a long-range program for, the development of the School; which program would, among other things, involve a decision as to the extent to which the School is to be a day or boarding school, a statement in order of priority of the additional facilities required on the basis of such decision, the capital expenditures involved in such facilities, and the means of financing such expenditures."

(Question whether above is "resolution" referred to in page 1, Minutes of the Board of Trustees Meeting 2/2/59)

FINANCE COMMITTEE

Mr. Foster Davis, in presenting the Treasurer's statement of income and expenditures for the last six months of 1958, announced that these were substantially in line with the budget. The low administrative expenses were questioned in the discussion which followed and it was pointed out that former items charged to administrative expenses are now included in instruction costs, in addition to the fact that many budgeted items are charged off annually.

Breifly, Mr. Davis discussed the comittee's recommendation for the development of a long-range financial plan which would enable the School to have necessary resources available for unanticipated expenditures.

ADMISSION AND SCHOLARSHIPS

Dr. Burgess announced that a meeting of his committee would be called in the near future to organize a study of the overall Admission and Scholarship policies for the School.

DEVELOPMENT FUND

Mr. Charles Gross, Treasurer of the Development Fund, gave a detailed financial report, attached herewith, of the income and expenses for the period ending January 31, 1959.

The question was raised as to whether the School or the Development Fund Committee should be financially responsible for the expenses incurred for the dedication of the L. Ralston Thomas Science Building. After discussion and reference to a letter from Mr. Benjamin L. Cook, Jr., Chairman of the Development Fund Committee, dated February 2, the Board VOTED that the above mentioned expenses totaling the amount of \$1143.71 should be the financial responsibility of the School and that all other expenses incurred by the Development Fund Committee should be paid from the Capital Fund Account.

The problem of honoring memorial gifts which contained specific agreements with the School was discussed and it was agreed that the careful records kept by Mr. Jernquist would obviate any difficulty in distinguishing these funds from all others available in the Capital Fund Account earmarked for the Pension Fund. It was further noted that there are \$19,515.14 outstanding in pledge funds and therefore the Board authorized the appointment of Mr. Jernquist to receive these funds for the ensuing year and to turn said funds over to the Board of Managers of the New England Yearly Meeting of Friends.

MOSES BROWN DEVELOPMENT FUND

REPORT OF THE TREASURER FOR THE PERIOD ENDING JANUARY 31, 1959

RECEIPTS

Gifts received in cash at School	\$ 166,172.99
Gifts of securities received and sold	30,427.11
Gift of \$1,000. State of Israel Bonds due January 1, 1969	1,000.00
Interest earned on securities bought and sold	7,529.24
	<u>\$ 205,129.34</u>

CHARGES

Brokerage, Tax and postage on securities sold	\$ 343.14
Payments to Moses Brown School	107,850.37
Securities held at cost	
\$25,000. Bank for Cooperatives, 3½% due 6/1/59	\$ 25,000.00
60,000. Certificates of Indebtedness, 2½% due 2/14/59	59,738.10
1,000. State of Israel Bonds, due 1/1/69	<u>1,000.00</u> 85,738.10
Balance in Checking Account 1/31/59	<u>11,197.73</u>
	<u>\$ 205,129.34</u>

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On motion duly made and seconded it was VOTED that the Board of Trustees of Moses Brown School turn all available funds, (which approximates \$96,935.83) either in cash or in kind subject to the discretion of Mr. Gross, Treasurer of the Development Fund Committee, over to the Board of Managers of New England Yearly Meeting of Friends, not later than February 11, 1959.

Upon the recommendation of Mr. Towl, the Board VOTED to dissolve the Development Fund Committee with sincere and profound appreciation expressed for the creditable performance of the committee, and that special commendation be communicated to Mr. Cook and Mr. Gross for their efforts.

Mr. Pierrel expressed for the Board their gratitude for the outstanding work capably handled by Mr. Gross in accounting and caring for the funds through a very careful investment program in addition to his performance as Chairman of the Dedication Committee.

NOMINATING COMMITTEE

Prior to asking Mr. Cobb for his report, Mr. Freeman advised that the Board had really been operating short-handed since our 1958 Annual Meeting. Under the existing By-Laws, both the President and immediate past President of the Alumni Association are automatically members of the Board of Trustees. Upon Mr. Freeman's election to the Board for a full three-year term last May, there was created a vacancy on the Board as Mr. Taylor continued as Alumni President until the Fall of 1958, at which time he was reelected to the Presidency. Consequently he had asked the Nominating Committee to recommend a candidate to the Board to fill this vacancy.

Mr. Cobb presented the Nominating Committee's Report which recommended the election of Mr. Charles E. Gross to the Board of Trustees. On motion duly made and seconded it was VOTED that the Nominating Committee's Report be accepted and that Mr. Charles E. Gross be unanimously elected a Trustee for a term to expire at the Annual Meeting in May, 1962.

ACADEMIC STATUS

In an effort to determine the desire of the members of the Board to continue the basic aims of the School reflected in the administration of Dr. Gifford, Mr. Cunningham presented a comprehensive picture of the academic status of the School. This prompted a full discussion on the subject of the quality of the student body and the relationship of their performance to the standards required by the School.

It was the sense of the meeting that the standards of the School should be raised to the highest level possible and that in so doing primary consideration should be given to the selection of well qualified candidates. Upon a motion made by Mr. Bailey, duly seconded, it was

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VOTED: That the Board of Trustees of Moses Brown School invest complete confidence in Mr. Cunningham and request him to continue for the School the basic aims of Dr. Gifford which were in essence to maintain an excellent college preparatory school and to serve the community needs of the city of Providence.

LONG-RANGE PLANNING

A further discussion was held on the subject of the future growth and development of the School - such discussion stemming from:

1. The action taken at our last regular meeting held on October 6, 1958, whereby we recommended to the School Committee the appointment of a committee to study all phases of the Boarding Department.
2. The Resolution passed by the Parents' Council at their October, 1958 meeting which requested the Executive Committee of the Board of Trustees to appoint a committee to study all factors involved in a long-range Development Program for the School, including the Boarding Department question.
2. The Finance Committee's Report at this meeting, which pointed out the need for long-range planning as opposed to the current method of attempting to operate on a year-to year budget.

The Board was advised by Mr. Ware that the December 7, 1958 meeting of the School Committee devoted considerable time to this subject, but that no conclusive action was taken pending continuance of the School Committee's further analysis.

It was the sense of the meeting that this proposed Study Committee, enlarged in scope from this Board's original recommendation, should logically be appointed by the School Committee, but that non-Friends should definitely be included in its membership. It is recognized that our Board is perhaps more familiar with the need for this committee work and is therefore in an easier position to culminate its deliberations.

Accordingly, recognizing the need for prompt action, notwithstanding a deep sense of respect for the School Committee's honest desire to be conscientious in its deliberations, it was

VOTED: That the Board of Trustees of Moses Brown School should appoint a study committee, including Friends and non-Friends, should the School Committee not take necessary action for the appointment of a Study Committee at its February 3, 1959 meeting.

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Mr. Pierrel offered the following suggestions as guide lines for the above-mentioned Committee to study:

1. Feasibility of the continuation of the Boarding Department.
2. Review again the building facility needs and possibly offer alternate plans.
3. The kind of advance planning and cultivation needed for the preparation of the next Capital Fund Campaign.
 - (a) Orient community groups and the School as to what the needs are in the School.
 - (b) Thetype of professional help required.
 - (c) Campaign itself.

Mr. Ware informed the Board that the School Committee had divided the contemplated study into five different areas at their December 7 meeting.

Mr. Robert Davis recommended and it was VOTED that the Board of Trustees organize an Annual Giving Program to include Alumni, Parents, Friends and interested community friends. Mr. Freeman requested that members of the Board volunteer for participation on this committee. Mr. Taylor, representing the Alumni Association, Mr. Robert Davis, representing the Parents' Council, Mr. Smith, representing the School Committee, with Mr. Freeman and Mr. Cunningham serving as ex-officio members, were appointed. The Chairman will be announced at a later date.

The Finance Committee recommended and the Board concurred to appoint Mrs. John Jeffers to prepare a current Alumni roster as a preliminary preparation for the Annual Giving Campaign.

ASSISTANT HEADMASTER

Mr. Cunningham announced that two potential candidates for the position of Assistant Headmaster have been interviewed by some members of the School Committee, the Board, and the Headmaster. No decision has been reached concerning Mr. Whittemore Whittier, of the Hawken School in Cleveland, or Mr. Bliss Forbush of the Friends School in Baltimore.

CORPORATE GIVING

The Board was advised by Mr. Cunningham that he and Mr. Pierrel had been invited to attend a meeting recently of representatives from Wheeler, Lincoln and Country Day Schools, to discuss the possibilities of organizing an Independent School Foundation in Rhode Island whose purpose is to solicit funds for Secondary Schools from corporations. It was noted in the subsequent discussion that any gifts essentially in the School's own interest

* See Minutes of May 4, 1959 for amendment:
 "2 member of the School Committee"

would not be included as a part of the Foundation and that such successful organizations as those in Hartford and Philadelphia would be used as a basis of study to determine the disbursement of the funds.

It was the sense of the meeting that membership in this organization would enable Moses Brown to strengthen both its community and public relations and also gain potential income. Therefore, the Board VOTED unanimously to recommend to the School Committee that Moses Brown School join the above-mentioned organization, such membership to be reviewed annually.

TUITION REFUND PLAN

Mr. Cunningham reported that in view of the fact that there were annual withdrawals from the School, either voluntarily or otherwise, the Finance Committee would like to experiment with a Tuition Refund Plan whereby the parents would have the option of taking insurance on tuition paid to the School at the proposed rate of 3% for the Upper School, and 4% for the Lower. After a brief discussion, the Board referred the proposal to the Executive Committee for further study with the request that a final plan be presented at the May Board meeting for approval.

TUTORING

Mr. Cunningham advised that in connection with tutoring arrangements made in the past there had been some difficulties and misunderstandings. He felt that special arrangements for tutoring should be put on a somewhat more formal basis in order that there would be no repetition of such misunderstandings. The Board was wholly in agreement with Mr. Cunningham and accordingly it was VOTED that any arrangements for tutoring Moses Brown students by any member of the Moses Brown faculty be made through the Headmaster's office.

FACULTY TUITION

The Board was also advised by Mr. Cunningham that there was not a uniform policy established between Moses Brown and Lincoln School on the remission of tuition to the children of faculty members. Moses Brown remits all of the tuition of faculty children to the family, including meals, and Lincoln School remits half of the tuition for sons of Moses Brown faculty; and through a Secondary Education Board Exchange Program Moses Brown remits three-quarters of all basis costs to the children of faculty members of other independent schools in the Program. It was the sense of the meeting that Miss Cole, Mr. Cunningham, and the Treasurers of both Schools should work out a systematic method to handle this problem, giving full consideration to the economic need of the faculty member rather than an automatic remission.

FIRE SAFETY AT MOSES BROWN SCHOOL

Mr. Freeman advised that following the Executive Committee's approval, he had arranged for an Inspection and Report of the Fire Safety situation at the School by the Engineering Division of the Associated Factory Mutual Fire Insurance Companies. The inspection has been made and the report was completed shortly before this Trustee meeting. Copies of the Report will be given to Mr. Cunningham and to Mr. Jernquist for further study. Despite conscientious effort in the past, and notwithstanding continuing good attention to the matter of fire drills in conjunction with the Providence Fire Department, the report indicated several areas in which the School was notably weak. These deficiencies are principally the lack of complete automatic sprinkler protection and proper vertical and horizontal cut-offs. With specific reference to the recent tragic Chicago school fire, Mr. Freeman stated that "it could happen here." He suggested that no time be wasted in correcting major deficiencies. Accordingly, and without formal vote, the Executive Committee was empowered to continue the study and to take whatever action, with advice from knowledgeable authorities, was deemed appropriate and possible.

Mr. Pierrel expressed the appreciation of the Board for the action Mr. Freeman had taken to correct this serious problem.

The meeting adjourned at 11:15 p.m.

Kathryn G. Owen

Secretary

MINUTES

Committee on Moses Brown School and Lincoln School

Second Month 3, 1959

Moses Brown School, Providence, Rhode Island

The Committee on Moses Brown School and Lincoln School met in regular session on Second Month 3, 1959, at the Moses Brown School.

The following members were present: Dorothy Acheson, Eleanor Bailey, Moses Bailey, Winnifred Barrett, Margaret Cates, Robert Cool, Russell Douglas, Roger Freeman, Seth Gifford, Rudman Ham. Lillian Jenks, Mary Hoxie Jones, Edward Manice, Daisy Newman, Thomas Perry, Jr., Gren Pierrel, Margaret Sisson, Caleb Smith, Virginia Townsend, Willard Ware.

Robert Cunningham, Marion Cole, Mary Schaffner were also present.

Regrets were received from Charles Brown, Edith Buffum, Alexander Burgess, Henry Foster, Andrew Towl, Leota Wadleigh, Lyra Wolkins, and Walter Wood.

The meeting opened with a period of meditation.

Thirteen members of the Committee had visited classes on Monday and Tuesday, February 2 and 3. Several reported that they had made periodic visits to the schools since the last meeting.

Mary Schaffner, the new Headmistress of Lincoln School to replace Marion Cole, has been visiting Lincoln School since Thursday. The Committee welcomes her to her new post and is eagerly looking forward to her coming.

There were several corrections made in the Minutes for Twelfth Month 7, 1958. They are as follows:

- p.1, Daisy Newman was present at the last meeting.
- p.2, last paragraph, change "Lower School" to Middle School.
- p.3, the library fund is not "lost." It amounts to approximately \$10,000.

Willard Ware reported on the various assignments he had been given at the last meeting. His written report concerning his visit to Byron Forbush was sent to the members of the Committee prior to the meeting today. Though the visit was "fruitless" insofar as obtaining him for an office at Moses Brown, it was felt to be very worthwhile.

Marion Cole commented on her annual report, adding that Anne Cool was one of four in the United States to win a National Teachers' Essay Prize. Lincoln School also had four students who received honorable mention in Merit Scholarships.

Robert Cunningham expressed his concern over the academic performance of some of the students at Moses Brown. He commented on the status of the continued search for an Assistant Headmaster.

Whittemore Whittier, from Cleveland, Ohio, and Bliss Forbush, Jr., from Baltimore Friends School, were mentioned with high recommendations. The former is definitely interested; the latter "hasn't made up his mind."

The financial reports to date were considered.

An orientation program for teachers was discussed. Daisy Newman presented her concern for this program. She felt that we should not "preach" Quakerism at the faculty; that we should follow courses in the manner of George Fox's injunction: "Be . . . examples in all countries, places, islands, nations, wherever you come, that your carriage and life may preach among all sorts of people and to them; then you will come to walk cheerfully over the world, answering that of God in every one."

The faculty at Lincoln School would like to have the orientation early in the fall, in Providence, if possible. It was felt that we should feel free to bring in leaders and speakers, such as Howard and Anna Brinton, to be used along with local people; that we should ask School Committee members, Trustees, and possibly students (seniors) to attend, also.

The Committee approved Winslow Osborne to plan and lead this activity and asked that he and Ruth Osborne meet Robert Cunningham, Marion Cole, Daisy Newman, and Willard Ware to discuss plans for a study of Quakerism for teachers, Committee members, Trustees, some of the students, and other interested people. It is hoped that Friends who are particularly able to represent the principles and testimonies of Friends will participate.

An interpretation of the Rhode Island Secondary Education Foundations Charter for Independent Schools was presented to the Committee by Lillian Jenks. The Board of Trustees of Lincoln School recommends that the School Committee consider the appointment of two Trustees to meet in the near future with heads of schools in the area to work out details of a plan to form a Rhode Island Secondary Education Foundation for joint solicitation by member schools of funds from corporations, businesses, foundations, and other trusts. The Board of Trustees further recommends that Lincoln School be allowed to contribute an amount not to exceed \$500 for the first year of operation. This was approved.

The School Committee of Moses Brown School and Lincoln School of the New England Yearly Meeting of Friends, in support of the recommendations of the Boards of Trustees, authorizes the appointment of two Trustees from each Board to work out, with other school heads, the arrangements for the formation of the Rhode Island Secondary Education Foundation, and, also, the participation in it as active members, thereafter.

The By-Laws, adopted by the Board of Trustees of Moses Brown School, claimed our attention. A few minor changes were felt to be necessary and were authorized. After due consideration, the By-Laws of the Moses Brown Board of Trustees were found to be satisfactory for the operation of the Board of Trustees of Moses Brown School.

The present School Committee Nominating Committee desires to be replaced. The Committee recognized that it had served long and efficiently, and accepted the suggestion that a new Nominating Committee be formed. It was felt that the various areas of the Yearly Meeting, as well as the various points of view, should be represented on the committee. Names were proposed and the following people were appointed to serve on the School Committee Nominating Committee: Moses Bailey, Seth Gifford, Edward Manice, Daisy Newman, Thomas Perry, Jr., Virginia Townsend.

The new Nominating Committee is requested to make up a list of Friends who are qualified for the vacancies on the School Committee due to come in 1959, and present them to the School Committee at its meeting in May. It is to be large enough so that selections can be made by the Yearly Meeting Nominating Committee. The School Committee Nominating Committee members asked that other School Committee members make suggestions for this list.

Since there is a long gap between Yearly Meeting and the October meeting of the School Committee, the Committee felt it wise to authorize the Nominating Committee of the School Committee to allocate to the Boards of Trustees of the two Schools immediately after Yearly Meeting, and if possible according to the expressed interest of each one, the newly appointed members to the School Committee.

Concern was expressed that the Nominating Committee should meet with the Nominating Committees of the Boards of Trustees to study and correlate the needs of each group.

The matter of Study Committees, discussed at the meeting held Twelfth Month 7, 1958, received a great deal of consideration. The Board of Trustees of Moses Brown School is interested in a three-fold study of the long-range development of the School, its present and future needs.

Questionnaires, listing five possible areas of study, had been sent to all the members of the School Committee. Only twelve had been returned. Members who had not returned them were urged to do so soon. The five areas of study are as follows:

- 1) Finding Friends teachers and students.
- 2) Steps to increase Friends influence.
- 3) The Boarding Departments.
- 4) Library facilities and their improvement.
- 5) Coordination of function and activities.

Discussion developed the idea that the first two areas should be combined. This matter is of primary interest to Friends, and a committee comprised of School Committee members who expressed a keen concern, was appointed:

Edward Manice, convener
Margaret Cates
Virginia Townsend
Daisy Newman

Rudman Ham
Robert Cool
Leota Wadleigh
Mary Hoxie Jones

The Study of the Boarding Departments affects both Friends and others, and the Committee approved the inclusion in the study group for this area, six members of the School Committee, three Trustees for Lincoln School, and three Trustees for Moses Brown: Caleb Smith, convener, Russell Douglas, Eleanor Bailey, Winnifred Barrett, Moses Bailey and Alexander Burgess, Jr. from the School Committee. Appointments from the Boards of Trustees are to be made by the presidents of the Boards and Willard Ware.

For the study of Coordination of Facilities and Functions, those on the School Committee expressing a prime concern were: Dorothy Acheson, convener, Lyra Wolkins, Seth Gifford, Dwight Boole and Thomas Perry, Jr. To these the Committee approved the appointment of two Trustees from each Board to be selected by the presidents of the Boards and Willard Ware.

Only two Friends expressed concern for study of Library Facilities, and it was felt this area might be included in the work of some other committee.

The request of the Parents' Council of Moses Brown School, presented by and approved by the Board of Trustees, to appoint a committee to study the Long-Range Needs and Development of the School was considered. It was felt this was a place where all Trustees, those who are members of the School Committee, as well as those who are not, could make a real contribution. The Clerk was empowered to confer with the president of the Board of Trustees to select members for this committee.

The meeting was closed with silent prayer.

Winnifred Barrett
Virginia Townsend

Recording Clerks

Willard Ware - Clerk

February 23, 1959

To All Study Committee Members

At the last School Committee meeting, appointment of several study committees was approved. The attached sheet shows the make-up of these committees, together with the persons selected to convene them. It will be up to the members of each committee to select a chairman at the first meeting.

Work on the various fields of study should begin as promptly as can be arranged with the expectation that progress reports can be presented at the May meeting of the School Committee. Should there be occasion for question or discussion of policy, a meeting of the Executive Committee can be called.

These committees are study groups whose work can be extremely important in the future of the Schools. There are enough problems involved in all the areas of study to demand the best efforts of each member to find suitable long range answers.

You will note there is no committee specifically for the area of library facilities. This is an area that needs coverage, particularly at Moses Brown. But only two members of the School Committee indicated a major interest here, and they have been placed on another committee.

The fields of study can be as broad as you want them to be. All of the areas are inter-related to a certain extent, so it would be advisable, perhaps at the first meeting, to map out the general area to be covered by the committee.

The desire of all of you to take part in this serious and important work is encouraging and inspiring to me. I am very sure that your dedicated efforts will result in suggestions and plans of tremendous value to the life of both schools.

Very sincerely,

Willard Ware

COMMITTEE TO SECURE MORE FRIENDS TEACHERS AND STUDENTS
AND INCREASE FRIENDS INFLUENCE IN THE SCHOOLS

Edward A. Manice - Convener
Margaret Cates
Virginia Townsend
Daisy Newman

Rudman Ham
Robert Cool
Leota Wadleigh
Mary Hoxie Jones

*Added later
F. ...*

COMMITTEE ON BOARDING DEPARTMENTS

From School Committee

Caleb A. Smith - Convener
Russell S. Douglas
Eleanor Bailey

Winnifred Barrett
Moses Bailey
Alexander M. Burgess, Jr.

*Added later
Edward ...*

From Moses Brown Board of Trustees

Robert O. Anthony
Charles E. Gross
Thomas E. Steere, Jr.

From Lincoln School Board of Trustees

Charles B. Cornelius
Frederic G. Presbrey
Elizabeth Giangreco

COMMITTEE ON COORDINATION OF FACILITIES AND FUNCTIONS

From School Committee

Dorothy T. Acheson - Convenor
Lyra Wolkins
Seth K. Gifford

T. Dwight Boole
Thomas Perry, Jr.

From Moses Brown Board of Trustees

Robert H. Goff
Kathryn Owen

From Lincoln School Board of Trustees

Stanley F. Mathes
Bertha Beth Davis

COMMITTEE ON LONG RANGE PLANNING FOR MOSES BROWN SCHOOL

Gren O. Pierrel - Convener
Andrew R. Towl
Seth K. Gifford
Russell S. Douglas

Foster B. Davis
Dorothy Field
W. Chester Cobb
Stanley Livingston - co-opted member

*Added later
...*

REPORT OF SUB-COMMITTEE ON ANNUAL GIVING

The Sub-Committee of the Moses Brown Board of Trustees charged with responsibility for deciding whether the School should undertake an annual giving campaign reports its unanimous decision that an annual giving campaign should be organized as soon as possible for an appeal in the fall of 1959.

The Committee feels that an annual giving should be sought for the following reasons:

1. The School needs additional financial support and in view of the fact that tuition cannot properly be further increased without eliminating worthy boys, an annual giving campaign seems the only solution. Although the giving in the first year may not be large, the amount in later years should be substantial (in the neighborhood of \$30,000).

2. The annual giving organization would provide an effective basis from which to launch the capital fund drive that is obviously needed in the near future, (the Committee thought of a capital fund drive in the year 1960-61 or 1961-62, but the recent reports of fire protection requirements may accelerate this time schedule or even call for a capital fund drive in 1959-60.)

3. Active participation in the annual giving campaign by parents, alumni and friends of the School will have many beneficial effects, including awareness of the School's problems and help in solving same, (substantial individual or foundation gifts for particular projects).

The annual giving envisaged by the committee would involve the following:

1. An united appeal to parents, alumni and friends of the School with personal solicitation of the best prospects and a letter follow-up by class agents with respect to alumni.

2. Assistance of a full-time (if possible) alumni secretary who would be a part of the School staff and paid by the School.

3. Professional advice on a consulting basis (perhaps twice a month for the first few months and once a month thereafter) by John I. Carlson in his individual capacity (with the approval of his employer (Marts & Lundy). The

Sub-Committee, Annual Giving -2-

Alumni Association has agreed to lend \$1500 to finance the cost of Mr. Carlson's advice and other promotional work, with repayment to be made from the funds raised.

4. Annual giving would be conducted by a Committee composed of parents, alumni and friends of the School, with the Chairman of the Parents' Council, the President of the Alumni, the Headmaster and the Alumni Secretary serving ex officio. This committee would have full responsibility for establishing the amount to be raised and the purposes for which the funds are to be spent as well as organizing the solicitation, would operate independently of the Board of Trustees and the School Committee and would report its action to the Board and the Committee.

Although the amount to be raised cannot be predicted, the likelihood of a successful campaign would probably be increased if the following could be accomplished before the campaign is commenced:

1. Additional publicity should be given to the needs of the School in the form of a long range program, and these needs should be related to the School's current budget and endowment (this need for greater publicity as to the School's needs and its finances was highlighted by a 1952 report).

(a) Certain of the School's most pressing and appealing needs, such as scholarships, fire protection or additional quarters for younger teachers, could be chosen as needs to be met by annual giving in a particular year.

(b) The long range program is dependent upon the work of the committee appointed for that purpose and the deadline for the report of this committee may have to be accelerated.

2. A better statement of the role to be filled by the School in the community should be prepared and publicized. Here, again, the timing of the report of the committee discussing the advisability of retaining the Boarding Department becomes important.

3. The organizational structure of the School should be reorganized and simplified with particular emphasis on efficiency, responsibility and control. Substantial gifts will be difficult to obtain until a dynamic quality is restored to the School's governing body,

Donald H. Taylor

Robert S. Davis

For the Committee

Minutes - EXECUTIVE COMMITTEE OF COMMITTEE ON MOSES BROWN SCHOOL AND
LINCOLN SCHOOL

The Executive Committee of the Committee on Moses Brown School and Lincoln School met at Moses Brown School on April 14, 1959. The following were present: Willard H. Ware, Clerk, Moses Bailey, T. Dwight Boole, Alex. M. Burgess, Robert N. Cool, Seth K. Gifford, Gren O. Pierrel, Virginia Townsend and Robert N. Cunningham. Regrets were received from Rudman J. Ham.

After an opening period of silent worship, the group designated Alex. M. Burgess, Jr., as recording clerk for the day. The clerk opened the meeting with a few words as to the purpose of the meeting which is called to review the reports of sub-committees. No previous meeting has been held, and no minutes were therefore read.

The Study Committee to Increase Friends' Influence in the Schools reported, mentioning a general feeling that there is an increase in interest in Friends in the Schools. Robert Cunningham reported that a Friend, Whittemore Whittier, with his wife, is coming to fill the position of Assistant Headmaster. He also mentioned that negotiations are in progress with Providence Monthly Meeting to make it possible for students to attend the meetings for worship on Sundays. It was also noted that a Friends' couple may be available for appointment to the faculty of Lincoln School.

The clerk raised the question of the possibility of contacting young graduates of Friends' Colleges who might be interested in teaching at the Schools while working for advanced degrees in this area. The ready availability of material of historical interest in the Yearly Meeting vault, and its potential value for research projects was mentioned.

There was brief discussion of the minutes of the first meeting of the Study Committee on the Boarding Department. It was mentioned that the status of the Schools, as Yearly Meeting schools, makes it mandatory to offer education for New England Friends, but that the boarding department in its present form is not the only way in which this might be carried out.

The clerk mentioned that at some point it might be wise to obtain legal counsel as to the expenditure of Yearly Meeting funds now available to the Schools. The total is now about one million dollars, yielding about \$40,000 income, which is about equal to the total scholarship assistance offered at the two Schools. After discussion it was the general opinion that this legal study might be more effective after the several sub-committees have gone further with their work.

Gren Pierrel reported for the Long Range Planning Committee that land-use and building-use were among the more important areas for present consideration. He mentioned the importance of preventing duplication of function and obtaining proper coordination with other committees, such as the Committee on the Boarding Department. Several of the fourteen points of the Parkman Report have been selected for further study. The Executive Committee expressed general approval of the plans this sub-committee proposes to follow.

The matter of physical changes needed at Moses Brown School to meet fire-inspection was mentioned. It is evident that changes are needed but surveys which have been made are not completely reported.

Seth Gifford reported for the Committee on Coordination of Facilities that after the first two meetings the areas of particular promise for present attention have been defined to include the areas of Purchasing, Public Relations, and pre-school and lower grade education. Sub-committees have been assigned to these areas. It was reported that Lyra Wolkins has asked to be relieved from service on this committee.

The preliminary report of the Nominating Committee was discussed, and the final report will be made at next month's meeting of the full School Committee.

Projected agenda-items for the School Committee meeting were discussed briefly, and after a closing period of silence the meeting adjourned with the intention of meeting again at the call of the clerk.

Alex M. Burgess, Jr.,
Recording Clerk

Willard H. Ware
Clerk

To the Board of Trustees of Moses Brown School:
To the Committee on Moses Brown School and Lincoln School:

ACADEMIC STANDARDS AND DEVELOPMENTS

The quality of education in a school is fundamental. I should like, accordingly, to begin this last report of the year with a few words about the academic performance of the School. The weighing of standards, of course, is a very complex thing. Such considerations as the number and quality of teachers, facilities and instructional materials, performance on objective tests, the subjective opinion of observers and patrons are among measures. None of them alone is entirely adequate, nor, for that matter, are all of them together. Having said so much, let me take up several measuring rods, limited as they are.

One of these is a school's performance on College Board Entrance Examinations. It might interest you to know that I have been able to compare our results this last year with the results of two good schools in the general environs of Providence, with one good Friends school in Philadelphia, and with one college preparatory school which probably has the highest standards of any prep school in America. In this comparison we come out somewhat better than one of the schools in our area, slightly better than the school in Philadelphia, and almost the same as the second school in this area. All four of us are appreciably below the performance of possibly the highest school in the country, whose senior class last year had just as high medians as the entering class last September at one of the top Ivy League universities. Hence, our performance is quite creditable, but allows room for improvement. There is, moreover, some evidence that we are improving. This year's class, for instance, scored 36 points higher on the verbal aptitude test, and 9 points higher on the mathematical aptitude test, as a median, than the class of 1958. While a boy's aptitude is assumed to remain fairly constant or change slowly, a boy's actual performance, like that of a tennis or football player, will be appreciably better if he is well trained and in practice. When it comes to the top quarter, this year's top quarter are 39 points higher verbally, and 61 points higher mathematically than last year's top quarter. The boys in the top quarter are well above the median of the top Ivy League college freshmen of this current year. Furthermore, let me add that if we can improve as much in each of the next two years as we have in the last, we, too, shall have a class that is academically somewhat above that of the entering class at a top Ivy League college. This in effect would mean that every boy in Moses Brown was a good candidate for an Ivy League college - so far as his College Board results were concerned.

As a further check upon our performance, we are becoming participants in the work of the National Registration Office. This office correlates the grades of secondary school seniors with their subsequent grades at the colleges which they attend. Through these reports we can see whether each graduate is doing stronger work in college than he did in school, weaker work than he did in school, or work at approximately the same level. For the school the same reports also give an indication as to whether the school's standards are higher, lower, or at about the same

level as those of the various colleges which boys from the school subsequently attend. Since we have only recently sent in our data, it will be some time before reports with the correlated grades are returned to us.

In the meantime, I have come across a subjective opinion which may be of interest to the Trustees and members of the School Committee. In the Wheelock College Alumnae Newsletter of April, 1959, a member of the class of 1940 at Wheelock, who now has boys at Moses Brown, was quoted as follows: "Virginia Carman Tucker's boys are established at Moses Brown School, Providence -- a Friend's school where, she says, there is a good balance between gentle persuasion and a good firm attitude about learning to become modern citizens with an old-fashioned consideration for their fellow man. The fact that the boys are in school to learn is never secondary to sports and clubs. This seems to be what education should be at all levels."

Otherwise, this year we shall have six boys taking the Advanced Placement examination in Physics. Perhaps I may remind you that Advanced Placement courses are college level courses given in school. It is in this course that our boys are doing their laboratory work at Brown University under the direction of a member of the University faculty.

In order to study our curriculum with a view to possible modification, every department at the Upper School level, and every teacher at the Lower and Middle School levels, has handed in to me a description of the course or courses he teaches, along with a bibliography of the books or materials used.

In two areas the faculty has voted to introduce minor changes of procedure on an experimental basis. On Saturdays during this spring term we are holding classes for a full hour each. Any one class meets on alternate Saturdays only so as to avoid conflicts which heretofore have existed. An incidental advantage of this change for the teachers is that most teachers should be free of classes every other Saturday. We hope that this freedom may reduce any tendency toward staleness. It is still too early, of course, to report on how successful the new plan is.

Secondly, the faculty has voted to permit all boarding boys in good standing to go home on weekends after they have completed their class, athletic, and club obligations. We hope that this change may offer an incentive for better academic performance, and that it may be conducive to higher morale. We hope, also, that by making all weekends voluntary, we may reduce the feeling held by many boarders that they are discriminated against in comparison with day students. This plan is to go into effect on an experimental basis beginning next September.

The performance of our boys this year in the National Merit Scholarship competition has been exceptional. We had four finalists: Russell H. Carpenter, Jr., Walter D. Nason, Bruce S. Pansey, and John D. Richardson. Two of the four finalists, namely, Russell H. Carpenter, Jr., and Walter D. Nason, were awarded National Merit Scholarships.

FACULTY

Our faculty for next year is just about complete. We had several vacancies to fill. As many of you know, Miss Ota Woodbury is retiring in June, after many years as pre-primary teacher. Circumstances have led all of our French teachers, with the exception of Mr. Whitford, to leave. Mr. Pezet must serve a tour of duty with the French army, after which he hopes to return to Moses Brown. Mme. Dognin is returning to France, where her husband has entered upon new business; and Mrs. Emily Link is going abroad with her husband, who is at present a graduate student at Brown. The best interests of the School prompted two or three other changes.

Many of you know that the School Committee asked me, as a condition of continuing as Headmaster, to bring in an able Friend as second in command. As perhaps you already know, I believe I have found just such a man in Whittemore Whittier. His present boss remarks about him as follows: "Whittemore Whittier is a great schoolmaster . . . Mr. Whittier has had a distinguished record as a teacher and administrator . . . Of the many young men with whom I have worked, he is the most competent."

To replace Miss Woodbury we have been very fortunate in finding Mrs. James A. Lamont, an experienced pre-primary teacher, who has in recent years been running her own school. Mrs. Lamont, like Miss Woodbury, is a graduate of Wheelock.

As the new Head of the Science Department, we have secured Randolph Brown, a graduate of Harvard, with a distinguished teaching record in the Newton Public Schools. Mr. Brown is this year doing graduate work at Harvard on a National Science Foundation Fellowship.

To take the place of a man leaving in Mathematics, we have secured Darwin J. Adams, Jr., a graduate of Exeter and of the Princeton Engineering School. Mr. Adams has been involved in engineering work for the past eight or nine years. More recently he has been studying education at Rutgers. He comes to us with excellent training, although his teaching experience is limited.

To replace our French teachers we have secured Mr. William Stephens, Jr., a graduate of Exeter and of Harvard, who is at present with the Army in France. Before being inducted into the service, Mr. Stephens had taught at Hebron Academy. Claude Allen, Headmaster of Hebron, described Mr. Stephens as the best inexperienced teacher he had ever had.

To carry on the oral-aural French at Lower and Middle School levels, Miss Susan Carvalho, a graduate of Connecticut College for Women, is joining us in September.

To compensate for Mrs. Monahan's desire to carry a lighter schedule, and to handle the increased enrollment in the Middle

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School, Mr. Ian D. F. Coutts, a graduate of Oxford University, is coming to us for one year from England. Mr. Coutts is at present a master at the Oundle School, one of the very good British Public Schools, which are equivalent to our Independent Schools. At Oxford Mr. Coutts was captain of the varsity cricket team, and he also won his blue in Rugby. Since then he has on several occasions represented Scotland in International Rugby matches. In addition, Mr. Coutts is a boxer and a squash-racquets player.

Miss Jennie B. Proctor will teach music in the Lower and Middle Schools on a part-time basis. She has completed her work in Music at the Boston University School of Music.

Finally, completing our full-time teaching staff we have added Francis Brooks, Jr., an alumnus of Moses Brown and a graduate of Brown University. Mr. Brooks is thoroughly familiar with the School since he served as a proctor on one of the corridors during part of his undergraduate career at Brown. In view of the difficulties in finding a competent man to handle music at all levels, we are making somewhat different arrangements in music for the coming year. Hollis Grant, the husband of Mrs. Grant in Lower School, who has been associated for some years with music at Rhode Island School of Design, and who has conducted the University Glee Club, has agreed to take charge of our Glee Club beginning in September. May I conclude this part of my report by observing that I am highly pleased at what appears to be the exceptional quality of the new appointments.

Otherwise, it is gratifying to note that several members of the faculty will be using the summer and next year to strengthen their professional status. John Jeffers has received a grant from Brown to study advanced Physics and Chemistry during the summer. Both Mrs. Ada Full and Francis Brooks have applied for comparable grants. As yet, the University has not made a decision with respect to their applications. During the summer, through the generosity of the Parents' Council, J. Drisko Allen, Head of the Lower School, will be studying at the University of Minnesota, and subsequently traveling in the Middle West and in the far West. Next autumn William Westland, of the History department, will be continuing his graduate studies at Harvard. Upon his return, Everett Raines, of the History department, hopes to embark on a trip around the world.

ATHLETICS

In athletics Jerry Zeoli's magical touch continues to operate in a way almost too good to be true, and certainly, I should hazard, too good to last. With only fair prospects, he turned out another championship team - this time in basketball. During the winter track season, Tom Godfray won the 300-yard dash in the New England Interscholastics, and more recently, in the outdoor season, won the 100-yard dash at the Exeter Relays. The intra-mural program, which earlier had been a cause of concern to

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some parents, appears to be working out very satisfactorily indeed, though the inadequate athletic facilities continue to be a severe handicap to Ed Armstrong.

EXTRA-CURRICULAR ACTIVITIES

The winter and early spring have seen the usual number of dances, plays, and concerts. Pygmalion, given with the girls of Lincoln School, was highly successful; more recently, a joint concert dinner and dance with Howard Seminary left both student bodies feeling they had had a good time. Toward the end of the winter editors of the Quaker attended a meeting sponsored by the New York Times for schoolboy newspaper men. Several of the boys also were in New York attending a conference sponsored by the Herald Tribune.

MODEL UNITED NATIONS

The high point of the year, however, has been the Second East Coast Model United Nations sponsored by Moses Brown in conjunction with Lincoln School, Brown University, and Pembroke College. Over the weekend of April 10, 11, and 12 we were hosts to six or seven hundred guests from schools extending from Florida to Canada and as far west as Indiana. The work involved in sponsoring such an event was staggering. Two young teachers, Maurice Pezet of the French department, and E. Kenneth Bennett, of the English Department, were the faculty members chiefly responsible for the event. Most of the boys of the Upper School, and a few in the Middle and Lower Schools, were involved in one committee assignment or another. In the main they fell to with a will. The planning and organization were remarkable, particularly when one considers the youth and inexperience of those doing it, and the fact that there was no opportunity for a trial run to learn from mistakes. Apart from the excellence of the occasion in and by itself, - and its concern with peace - I believe that the undertaking and its success have contributed further to the morale of the School. Among the distinguished speakers who addressed the delegates, were Senator Pastore, Governor DelSesto, Mason Sears, U.S. representative on the Trusteeship Council, and Joseph E. Johnson, President of the Carnegie Endowment for International Peace. In my opinion the School experienced a sense of group creative excitement and mature achievement unparalleled in my years as a schoolmaster. We have received innumerable letters of appreciation from delegates, from advisers, and from speakers. Let me quote one or two as samples:

"Dear Mr. Cunningham,

As a member of the Choate delegation to the Model United Nations this year, I would like to thank you for your work, and the work of your students in making it a memorable week-end.

I hope that if Choate is ever host at such an affair, we will do a job which begins to meet the standard which you have set.

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It was, for me, one of the most exciting, stimulating, and constructive week-ends I have ever spent.

Thank you once again.

Geoff Cowan"

"Dear Mr. Cunningham:

"I know that I indicated to you on several occasions this past week-end my enthusiasm for the Model U.N. However, I feel that a special accolade is due your boys, your masters, and you personally for the truly fine job of work that was done. Having had a good deal of experience in organizing smaller affairs, I recognize that everything does not function smoothly, but if there were any slip-ups last week-end, they were skillfully taken care of by all concerned. The efficient and extraordinarily courteous operation of the motor pool was especially gratifying when one takes into consideration the nature of the weather.

"The almost complete turning over of your facilities for the meeting represents, in my opinion, a new high for schools. The resultant disorder must have been expected, yet you and your personnel plunged into the conference seemingly without fear and trepidation. I do hope that by the time you receive this the buildings will have become straightened out.

"Our students, to a man, enjoyed themselves thoroughly and are buzzing around today, telling their less fortunate fellows about their experiences. Next year we shall probably have to elect delegates rather than to ask for volunteers.

"I am enclosing some information regarding us which you might find interesting. I know I enjoy knowing about other schools and what they are doing. Actually I learned a great deal about both Moses Brown and Lincoln, which I've stored away for future use.

"In closing, I should like you to remember me to Mrs. Cunningham and to the two young masters most responsible for the week-end program. The latter two seem like very find, dedicated young men. Finally, all of our delegation would like to extend its thanks and heartfelt appreciation to the boys of your school.

"If you ever get down our way, we would like very much to have you as our guest for lunch and a visit.

Sincerely yours,

Robert T. Leicester, Asst. Director
Elisabeth Irwin High School
40 Charlton St., New York 14, N.Y."

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FRIENDS INFLUENCE

The interest in peace forwarded by the Model U.N. leads naturally to the further extension of Friends influence in the School. At the present time it seems likely that the Providence Monthly Meeting will welcome boarders at the School to Sunday services at the Meeting House next year. To us on the faculty there seems to be little reason to run a service on alternate Sundays which is in competition, so to speak, with the Friends Meeting for Worship. To us the most obvious and most suitable way to extend to all boarders the experience which Friends can offer is to have boys attend the services in the Meeting House on the school grounds. I very much hope that any technical obstacles which arise may be readily overcome.

THE FUTURE

I am happy to report that the Clerk of the School Committee has acted with dispatch in initiating studies essential to the future of the School. In recent weeks I have attended meetings of a committee enquiring into possible coordination of some of the activities of Moses Brown and Lincoln Schools, a committee seeking ways of increasing the Quaker influence in the School, a committee studying the future of the boarding department, and a committee studying the long-range needs of the School. In addition, other interested groups have begun a study of Annual Giving; and the School is participating in the newly founded Rhode Island Foundation for Secondary Schools, the purpose of which is to solicit gifts, essentially from corporations, for member schools: Lincoln, Wheeler, Providence Country Day, St. George's, and Moses Brown.

My last report referred to the fire hazard and to the critical point which the School has reached in its life. I remarked that perhaps time will not wait for us to carry out the improvements and changes which we would like. Again I feel compelled to say that we may be forced to accelerate our time table, and that in a way which could very well be embarrassing. Although we have not as yet had a complete report from the building inspector, who spent several days at Moses Brown some weeks ago, we have had an estimate from the Grinnell Company as to the cost of installing adequate sprinklers alone. Their figure is just short of \$70,000. In addition, if we should go ahead with some of the suggestions contained in the report submitted by the Manufacturers Mutual Fire Insurance Company in the way of fire-proof staircases, of fire doors, and of improved fire escapes, we may very well be faced with expenditures in excess of \$100,000. Before the meeting on May 5 we hope to have a contractor's rough estimate of the costs involved. It is conceivable that we could be required to begin installing these safeguards at once - or be forced to close down. With a building which needs extensive improvement and modifications, or, perhaps, needs even to be replaced, and with the difficulties always experienced in raising capital funds, it appears on the one hand sheer madness to spend

such a sum on a building which with them is still hardly usable. On the other hand, how can one weigh in terms of money a risk to human lives? We are faced with a real dilemma. Hence, I stress again the urgency of our situation, and the importance of acting with all dispatch consistent with reasonable and thorough study. This dilemma may force us to make an emergency appeal for funds to the Providence community in particular and to our friends in general at an earlier date than we should otherwise have deemed advisable.

Apart from safety and adequate facilities, the most urgent need for the future is a faculty growing in stature. We must come to know ourselves in new dimensions, the new dimensions opened by the new concepts of the universe now held by physical science. We are all familiar with the half-success or the failure of men trained in quantitative measurements when they attempt roles in public affairs and human relations. Possibly they could handle these better if they had a greater understanding of the human heart, an insight, or insights, which, in the eyes of a distinguished professor like Henri Peyre, may be secured through literature. We also must seek self-knowledge in depth, as advocated by Lawrence Kubie, through insights into the pre-conscious afforded by psychiatry and psychoanalysis. In the end, in the words of Professor Andres of Johns Hopkins, we must be prepared for total living. I can think of nothing that would mean more to Moses Brown of the future than to have, for instance, a member of the English department and a member of the Science department collaborate in textbooks for this new age.

Thus we may, in effect, traverse the full circle, and come back again to furthering the tradition and the role of Moses Brown as envisaged by Dr. Gifford when he took over the reins here fifty-five years ago. That role was, first, the creation of a school dedicated to preparing its pupils for higher institutions of learning, and secondly, a school, (and here I quote), "placing its facilities to the fullest extent at the disposal of the community of which it is a part, and in which its founder and his family have exerted so wide and so beneficent an influence."

Respectfully submitted,

Robert N. Cunningham
Headmaster

May 4-5, 1959

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES

May 4, 1959

A meeting of the Board of Trustees of the Moses Brown School was held in Alumni Hall, May 4, 1959, at 8:00 p.m., with the President, Mr. Freeman, presiding. After observing a moment of silence, roll was called. The following members were present: Mr. Robert Anthony, Mr. Moses Bailey, Miss Edith Buffum, Dr. Alex Burgess, Jr., Mr. Chester Cobb, Mr. Robert Cunningham, Headmaster, Mr. Foster Davis, Jr., Mr. Robert Davis, Mr. Russell Douglas, Mrs. Harold Field, Mr. Roger Freeman, Jr., Mr. Seth Gifford, Mr. Robert Goff, Mr. Edward Manice, Mrs. Dwight Owen, Mr. Gren Pierrel, Mr. Caleb Smith, Mr. Thomas Steere, Jr., Mr. Donald Taylor, Mr. Andrew Towl, Mr. Willard Ware, Those excused were: Mr. Charles Gross, Dr. Barnaby Keeney, Mrs. Charles Sisson, Mr. Walter Wood.

Minutes of the meeting held on February 2, 1959, were approved as amended by Mr. Caleb Smith: The last paragraph on page 1, "Parents' Council" to read "The Board was urged by Mr. Davis to consider carefully the Resolution, attached to the original copy of the minutes..." On page 5, "Long Range Development," paragraph 3 to read: "Mr. Taylor, representing the Alumni Association, Mr. Robert Davis, representing the Parents' Council, Mr. Smith, a member of the School Committee..."

TREASURER'S REPORT

BUDGET

Mr. Foster Davis, in presenting the Treasurer's statement of income and expense for the last nine months' period, announced that expenses will be within the budget established last year. It was pointed out that all allocations for the pension fund will not be completed until every faculty member has determined his or her participation in the program.

Mr. Davis then presented a preliminary budget prepared by Mr. Cunningham and Mr. Jernquist for the school year commencing July 1, 1959. It was pointed out that the additional income in the amount of \$17,550 is the anticipated revenue from an increase of both resident and day students. Mr. Cunningham advised the Board that an increase in the size of the Middle School will contribute to the stability of the Upper School. Reference was also made to the \$10,150.00 additional instruction expense which is a continuation of the policy established last year to increase faculty salaries over a three-year period from the funds made available through the tuition increase at that time. Unable to specifically predict the substantial sum of money needed to install complete fire protection for the School, Mr. Davis announced that the figures used last year under the item of Maintenance and Housekeeping are tentatively the same for budgetary purposes until the total cost has been determined.

On motion duly made and seconded it was VOTED: that the preliminary budget be recommended to the School Committee for adoption as presented. Mr. Ware commended the changed format of the financial statements and the budget as presented.

The Board of Trustees of Moses Brown School recommended to the School Committee that authorization be granted for borrowing up to \$25,000.00 if necessary to cover unanticipated expenses incurred by Moses Brown School during the summer. It was also VOTED to authorize the Treasurer to invest surplus cash in Treasury bills or notes for a short term period after consultation with the Finance Committee.

TUITION REFUND PLAN

Mr. Davis advised the Board that the Tuition Refund Plan protects the School and the parent from monetary losses if it becomes necessary for a child to withdraw from School providing the reasons are within the protective clauses of the agreement. The rate is based on $2\frac{1}{2}\%$ of the annual fees and is available to parents of children in Grade One and above. At the time of withdrawal, payments are made directly to the School who in turn reimburses the parents.

Recognizing the value of such a plan, a majority of the members of the Board VOTED: that the parents of Moses Brown School have the option of participating in the Tuition Refund Plan on a voluntary basis.

The Board also authorized Mr. Cunningham to inform Mr. Jernquist that parents do have a contractual agreement to reimburse the School.

ALUMNI ASSOCIATION

Mr. Taylor praised Mr. Cunningham for the inspiring message he gave to 70 Alumni and faculty members at the March 2nd Annual Dinner.

The following announcements were also made: the Alumni are presenting a gift, with other groups, to Miss Woodbury, who is retiring after many years of service to the School; a Moses Brown Award will be given to an outstanding member of the graduating class who has been a student for at least the past four years; there are more Alumni contributing dues than ever before.

PARENTS' COUNCIL

Mr. Robert Davis announced that efforts had been made throughout the year to improve the public relations of the School with the parents as well as other schools in the community. He also reported that the Executive Committee had appropriated the following: \$750.00 to Mr. Allen for further academic study; \$50.00 to Children's Concert Committee; \$50.00 to the Model United Nations. Eight hundred fifty dollars will be allocated at their next meeting, May 12. Announcement was made that

Dr. Henry McDuff will serve as the next Chairman.

SABBATICAL LEAVE

Mr. Freeman read a letter of appreciation written by Mr. Theodore Whitford from Paris, where he is enjoying his six months' sabbatical leave.

NOMINATING COMMITTEE

Mr. Freeman announced that in accordance with the provisions of the new By-Laws he had appointed three members of the Board to serve on the Nominating Committee. Mr. Chester Cobb, Chairman of the Committee, presented a policy recommendation for the Board's consideration: Chairman of the Board of Trustees should serve for a maximum of three years. This recommendation will be voted on at the next meeting.

The slate for the nominations as presented by the Committee were:

Officers for Moses Brown School Board of Trustees 1959-60

President: Roger Freeman
Vice President
and Treasurer
Foster B. Davis, Jr.
Secretary Kathryn G. Owen

Executive Committee:

Roger Freeman
Foster B. Davis, Jr.
W. Chester Cobb
Kathryn G. Owen
Gren O. Pierrel
Seth K. Gifford
Dr. Alex Burgess, Jr.

Board Members to serve a three-year term:

David Curtis
Robert S. Davis
Kathryn G. Owen
Thomas E. Steere, Jr.

On motion duly made and seconded the Secretary was instructed to cast one ballot for the slate as nominated. It was so VOTED.

Mr. Cobb announced that there is one vacancy on the Board of Trustees and two vacancies on the Executive Committee which

will be filled after the next School Committee meeting.

ADMISSIONS AND SCHOLARSHIP COMMITTEE

Mr. Freeman informed the Board that, following the resignation of Dr. Burgess, Chairman of this Committee, Mr. Thomas E. Steere, Jr. had agreed to serve as Chairman. Mr. Steere then announced that, having met with the Headmaster and Mr. Meserve to ascertain the functions of the Committee, a report would be made at the next Board meeting.

ANNUAL GIVING COMMITTEE

Mr. Robert S. Davis presented for the Committee their report, a copy of which is attached to the original minutes, recommending that the Annual Giving Campaign be organized as soon as possible for an appeal in the fall of 1959. Recommendations for the operation of the Campaign involved: the assistance of a full-time (if possible) alumni secretary who would be part of the School staff and paid by the School; professional advice on a consulting basis by John I. Carlson in his individual capacity; a Committee composed of parents, alumni and friends of the School with the Chairman of the Parents' Council, the President of the Alumni, the Headmaster and the Alumni Secretary serving ex-officio.

A full discussion then ensued concerning the organizational structure of the School and the paramount necessity for this committee to have flexibility in making campaign decisions without awaiting confirmation by the Board or the School Committee. It was noted that in order to have a successful program of Annual Giving, the community must have the utmost confidence in the leadership exercised at Moses Brown. Accordingly, it was agreed that the Executive Committee has the authority to take definitive action whenever necessary between meetings of the Board.

Upon motion made by Mr. Bailey and duly seconded, the Board unanimously VOTED: that the Committee proceed with confidence regarding this report. Mr. Pierrel commended the report, and Mr. Towl affirmed the fact that the President has the confidence of the full Board.

The Board agreed that this Committee would be discharged after collaborating with the Executive Committee to appoint the Annual Giving Committee.

STUDY COMMITTEE TO INCREASE FRIENDS' INFLUENCE

Mr. Edward Manice reported that at their two meetings this Committee had reviewed events of the past year which notably indicated that both Lincoln School and Moses Brown

had a high degree of activity in this area of increasing Friends' influence. He also pointed out that appointments made to the administrative bodies of both Schools by the Friends of the New England Yearly Meeting reflect the confidence prevalent in this organization.

STUDY COMMITTEE ON THE BOARDING DEPARTMENT

Mr. Caleb Smith reported that at the two meetings this Committee had discussing the questions and problems involved in the Boarding Department, it was decided to form three sub-committees to pinpoint their areas of study:

1. The situation of the Lincoln School Boarding Department
2. The relationship between cost and revenue of the Boarding Department at Moses Brown School
3. The relationship of the Boarding Department and the long-range needs which emphasized plant facilities.

Mr. Smith pointed out that the research was not being restricted to costs, but that serious consideration was also being given to the types of students in the School. Furthermore, he advised the Board that the Committee was aware of the urgency for a decision; however, he did not anticipate a final report until the February meeting.

STUDY COMMITTEE ON COORDINATION OF FACILITIES

Mr. Gifford announced that his Committee at their two meetings had narrowed their efforts to the following: joint purchasing; public relations concerning publications; coordination of co-education at the pre-school or lower grade level; education of children of the faculty of both Schools; necessity for avoiding conflicts among schools in scheduling School activities.

STUDY COMMITTEE ON LONG RANGE PLANNING

Mr. Pierrel announced that this committee's deliberations had changed in character from their first meeting at which time plans had been made to examine facilities and needs of the School for the next ten-year period. However, the long-term planning is now based on an emergency need due to the deficiencies found in the fire protection facilities as submitted in the report from the Associated Factory Mutual Fire Insurance Companies and the requests made by the city inspectors. The Committee is currently confronted with the problem of carrying out this program as economically and expeditiously as possible.

HEADMASTER'S REPORT

Mr. Cunningham announced a correction on his written report concerning the new science teacher who has requested release from his commitment to Moses Brown. If no teacher is available, advanced work in science will not be inaugurated this year.

The Board was advised that methods to finance the total coverage of fire protection for the School are being studied. The approximate cost for satisfactory protection is estimated to be \$100,000. It is believed that if the School presents reasonable plans to the city, then sufficient time will be allowed for the completion of the project, in view of the fact that no deadline has yet been established.

Mr. Cunningham informed the Board that the Model United Nations, jointly sponsored by Moses Brown, Lincoln School, Brown and Pembroke, created a spontaneous excitement which permeated the whole School. The Board of Trustees unanimously agreed that a Resolution, written by Mr. Freeman, be presented to Mr. Pezet, Mr. Bennett and the students responsible for organizing this remarkable achievement.

A vote of appreciation was extended by the Board to the two retiring Trustees, Mr. Robert Anthony and Mr. Robert Goff. It was also agreed that these two members continue to serve on their respective study committees.

At the request of Mr. Caleb Smith, the Board agreed that Executive Committee minutes containing any definitive actions undertaken should be circulated among the members.

Mr. Manice highly commended the Headmaster on the new Moses Brown catalogue and the introduction of additional academic requirements.

Kathryn G. Owen

Secretary

MINUTES

Committee on Moses Brown School and Lincoln School

Fifth Month 5, 1959

Lincoln School, Providence, Rhode Island

The Committee on Moses Brown School and Lincoln School met in regular session on Fifth Month 5, 1959, at the Lincoln School.

The following members were present: Dorothy Acheson, Moses Bailey, Winnifred Barrett, Edith Buffum, Alex Burgess, Jr., Margaret Cates, Robert Cool, Seth Gifford, Rudman Ham, Edward Manice, Daisy Newman, Thomas Perry, Jr., Gren Pierrel, Caleb Smith, Virginia Townsend, Leota Wadleigh, Willard Ware.

Robert Cunningham, Marion Cole, and Lillian Jenks were also present. Also present were: Dwight Boole and Charles Brown. (See Minutes Sixth Month 24, 1959.)

The following members sent regrets: Eleanor Bailey, Russell Douglas, Roger Freeman, Mary Hoxie Jones, Margaret Sisson, Andrew Towl, Lyra Wolkins, Walter Wood.

The meeting opened with a period of meditation.

The Minutes of the last meeting, held Second Month 3, 1959, were approved with minor changes.

Marion Cole, in supplementing her written report, mentioned several interesting and important events which had taken place at the school recently. Three new Quaker students have been accepted for next year: Ann Potter, Frances Tripp, Ann Wagner. Two new Quaker teachers have been added to the teaching staff: Arnold and Phebe Look. Their five children will be in attendance at the Moses Brown School and Lincoln School.

Robert Cunningham augmented his written report by mentioning, among other things, the United Nations Day which was sponsored by Moses Brown School, Lincoln School, Brown University, and Pembroke College. He felt that it was of immeasurable value to the School and community. A covering report of the program is carried in a recent issue of the QUAKER. The School Committee suggests that Robert Cunningham and Marion Cole prepare a display of some of the main features of the United Nations Day program for the Yearly Meeting, June 23-28, 1959. It was proposed that the Committee send letters of appreciation to Kenneth Bennett, Maurice Pezet, Kathleen Hartwell, and Elizabeth Giangreco for their efforts in making the occasion such a memorable one.

Preliminary budgets for 1959-60 for Moses Brown School and Lincoln School were studied and discussed. Operations for the 1958-59 school year through Third Month 30, 1959, were compared with approved budgets, and satisfaction expressed at close control exhibited.

The Nominating Committee made the following report:

REPORT OF THE NOMINATING COMMITTEE OF THE COMMITTEE ON MOSES BROWN SCHOOL AND LINCOLN SCHOOL, MAY 4, 1959:

1. For the School Committee: (Five vacancies will be caused by resignation and rotation.) The Nominating Committee proposes for the consideration of the Yearly Meeting Nominating Committee the following:

Margaret A. Cates (second term)	East Vassalboro, Maine
Frank J. LePreau	Central Village, Mass.
Louisa White	Providence, R.I.
Ernest Stabler	Middletown, Conn.
Alexander C. Purdy	Hartford, Conn.
Kenneth B. Webb	Woodstock, Vt.
Florence M. Selleck	Cambridge, Mass.
Mary S. Barrett	Providence, R.I.
Marion P. Cartland	Portland, Maine
Russell White	Cumberland, R.I.

The above named have been contacted and have signified their willingness to serve if selected by the Yearly Meeting.

2. For Clerk:

Willard H. Ware is nominated to serve as Clerk of the Committee on the Schools for the term beginning with the 1959 Yearly Meeting.

3. For Recording Clerk:

Winnifred A. Barrett is nominated to serve as Recording Clerk.

4. For the Executive Committee: The Nominating Committee recommends re-appointment of the nine Executive Committee members who are not affected by rotation. The following are therefore recommended:

Willard H. Ware
Virginia Townsend
Moses Bailey
Gren O. Pierrel
Rüdman Ham

Robert Cool
Seth K. Gifford
Alex M. Burgess, Jr.
T. Dwight Boole

Vacancies can be filled at a special meeting of the School Committee at Yearly Meeting or at the Fall 1959 meeting of the School Committee with due regard to available new members appointed by Yearly Meeting.

5. For the Scholarship Committee: (If appropriate to be named at this time)

Daisy Newman
Alex M. Burgess, Jr.

Marion S. Cole
Robert N. Cunningham

6. Allocation of Committee Members to the Boards of Trustees:

It is recommended that, if at all possible, allocation of new members should be made by a Special Meeting of the School Committee at Yearly Meeting. If such a meeting is not possible, then the Nominating Committee could make temporary allocations, until the School Committee would act in its Fall Meeting.

Seth K. Gifford, Chairman
Nominating Committee

The people, whose names are suggested to the Yearly Meeting Nominating Committee, have been selected on the basis of their qualifications and of representing the Yearly Meeting geographically. The School Committee approved of attaching to the report being sent to the Yearly Meeting Nominating Committee, a summary of the qualifications of each person the School Committee recommends for consideration. The Committee approved the report of the Nominating Committee.

The School Committee authorized the treasurers of Moses Brown School and Lincoln School to borrow up to \$25,000 each, if operating expenses during the summer months (1959) make it necessary.

The Committee approved the installation of two new heating boilers in the school-owned house on Hope Street, and a hot water circulator in the main building at Moses Brown.

The Committee approved the action of the Trustees of Lincoln School in appointing Marion Cole, Charles Cornelius and Robert Whitaker to the Committee of the Independent Schools Fund of Rhode Island. The Committee appointed Robert Cunningham, Gren Pierrel and Roger Freeman to represent Moses Brown School on the same committee.

The Committee to plan and direct the Quaker Orientation Seminar for teachers, School Committee members, trustees and Friends, reported that it is to be held at Moses Brown School, Ninth Month 14, 1959, during the afternoon and evening. It is expected that about 200 people may be accommodated, with interested Friends from throughout the Yearly Meeting.

The Board of Trustees of Lincoln School recommended to the School Committee that the following minute be accepted and recorded, which was approved.

MARION SHIRLEY COLE will in June 1959 have completed fifty years of service at Lincoln School as a member of the faculty. Since 1940 she has been Headmistress of the School.

Her spiritual leadership, her educational ideals, her devotion to duty, her optimistic surmounting of all obstacles have been outstanding; and by the warmth of her personality she has endeared herself to the faculty, students, and alumnae during her long term of service.

As an expression of our gratitude for these achievements and as further evidence of our devotion and appreciation we desire to confer a life-long honorary title upon Miss Cole. These presents accordingly record and confirm the fact that the Committee on Moses Brown School and Lincoln School of the New England Yearly Meeting of Friends, and the Board of Trustees of Lincoln School have nominated and appointed MARION SHIRLEY COLE as Headmistress emerita of Lincoln School, effective July 1, 1959, the tenure being for life.

Signed at Providence, Rhode Island, this fifth day of the fifth month, in the year of our Lord, 1959.

Willard H. Ware (signed)
Clerk of the Committee on
Moses Brown School and Lincoln
School of the New England
Yearly Meeting of Friends

Lillian Jameson Jenks (signed)
President of the Board of
Trustees of Lincoln School

Each of the four Study Committees gave brief verbal progress reports:

Edward Manice, convener of the Committee on Increased Friends Influence in the Schools, reported on many evidences of increased interest in the Schools and their problems. Satisfaction was voiced at the improvement in communications between Schools and the Yearly Meeting. Robert Cool has agreed to serve as Chairman of this Committee.

Caleb Smith, chairman of Committee on Boarding Department, outlined some of the complex problems involved in this study, and the difficulty of coming to a quick solution.

Seth Gifford (Committee on Coordination of Facilities and Functions) sketched the areas of study which seem to be good starting points: purchasing, public relations, points where schools overlap, such as in pre-school activities.

Gren Pierrel (Long-Range Planning Committee) spoke particularly of the urgency of meeting the problem of fire protection at Moses Brown. The age of the buildings and the fact that they have never been adequately protected against fire, now poses a serious problem from many standpoints, and particularly from that of cost. The Long-Range Planning Committee will be working hard on this problem for several months with insurance advisers and the Providence Fire Department.

The interim progress reports point up the tremendous amount of study and work necessary in all these areas to assure coordinated planning and progress for the Schools.

It was brought out that the Seth K. Gifford building had never been officially named, although approved by the Committee. The Clerk is asked to name a committee of four to make arrangements for proper recognition of Seth K. Gifford's contribution to the School and the installation of a suitable plaque on the Lower School Building. Of the list of names of people who knew, worked with, and respected Seth Gifford, the following committee was named:

Charles White, Chairman
Margaret Sisson
Ralston Thomas
Alexander Purdy

Our business being accomplished, the meeting was closed with a moment of silence, purposing to meet again at Yearly Meeting, the time and place to be announced.

Willard Ware, Clerk

Winnifred Barrett
Recording Clerk

REPORT TO YEARLY MEETING (6/59)

ENROLLMENT

The enrollment this year was the largest in the School's history, totalling 452 boys. This is an increase of 36 over last year, an increase made possible by the re-assignment of some classrooms and by better utilization of the old chemistry laboratory and an adjacent room.

Of the 452, house boys numbered 68, the same number as last year. Sixty-three house boys and 132 day boys comprised the Upper School (now the last four grades), and 5 house boys and 70 day boys comprised the Middle School (the 7th and 8th grades). In the Lower School there were 182 boys, all, of course, day students.

TEACHING AND STANDARDS

Many of you know that the School Committee asked me, as a condition of continuing as Headmaster, to bring in an able Friend as second in command. As perhaps you already know, I believe we have found just such a man in Whittier. His present boss remarks about him as follows: "Whittier is a great schoolmaster . . . Mr. Whittier has had a distinguished record as a teacher and administrator . . . Of the many young men with whom I have worked, he is the most competent."

As I have written elsewhere, the one essential quality of a teacher, assuming that the teacher is a man of humane feeling, is that he be a catalyst, capable of stirring young men to creative fulfillment in whatever they undertake. To this end, several things have been done to strengthen both the structure of each department and the teaching within it.

This year department heads have been asked to meet with their teachers twice a month. At these meetings they examined and continually developed their lesson plans and techniques of teaching. Systematic visits to each others' classes were followed by analytic discussion of the methods observed; ways of improving teaching were being constantly sought.

We also arranged for every teacher in the School to visit at least one other school before Christmas to see what teachers in their subjects were doing elsewhere.

The quality of education in a school is fundamental. I should like, accordingly, to say a few words about the academic performance of the School. The weighing of standards, of course, is a very complex thing. Such considerations as

the number and quality of teachers, facilities and instructional materials, performance on objective tests, the subjective opinion of observers and patrons are among measures. None of them alone is entirely adequate, nor, for that matter, are all of them together. Having said so much, let me take up one of several measuring rods, limited as it is.

One of these is a school's performance on College Board Entrance Examinations. We have been able to compare our results this last year with the results of two good schools in the general environs of Providence, with one good Friends school in Philadelphia, and with one college preparatory school which probably has the highest standards of any prep school in America. In this comparison we come out somewhat better than one of the schools in our area, slightly better than the school in Philadelphia, and almost the same as the second school in this area. All four of us are appreciably below the performance of possibly the highest school in the country, whose senior class last year had just as high medians as the entering class last September at one of the top Ivy League universities. Hence, our performance is quite creditable, but allows room for improvement.

The seniors of the class of 1959 are entering the following schools and colleges:

Babson	1	Rollins	1
Boston University	1	Stevens Institute of	1
Brown	9	Technology	
Clark	1	Tufts	3
Colby	1	University of	
Earlham	1	Connecticut	1
Harvard	4	University of Miami	1
Haverford	2	University of	1
Johns Hopkins	2	Pennsylvania	
Lafayette	1	University of Rhode	2
Princeton	1	Island	
Purdue	1	University of Vermont	1
Rensselaer	1	University of Virginia	1
		William and Mary	1
		Worcester Polytechnic	1
		Institute	
		Yale	1

Four seniors, in particular, distinguished themselves academically. Russell H. Carpenter, Jr. won first prize in the annual French tests of the Junior Alliance Française, which entitled him to a six-week all-expense trip to France, and he and Walter D. Nason were awarded National Merit Scholarships. Though not awarded scholarships, Bruce S. Pansey and John D. Richardson were finalists in the competition.

ADVISERS

As a further help to each boy's development, a member of the faculty was appointed this year as an adviser to each boy in the Upper School. An adviser is not a policeman to catch a boy, nor a tutor to save him from failure; rather, his purpose is to plan with a boy and with his parents a boy's curricular and extracurricular activities, to offer sound advice and information, to represent the boy before the faculty, to keep in close touch with a boy's family, and, as a trusted friend, to help a boy get as much as possible from the School and in turn to give as much as possible to the School.

ADMINISTRATION

The most obvious change this year was the establishment of the Middle School. Composed of the top grade of the Lower School and the bottom grade of the Upper School, it was directed by Lloyd F. Sprague. The change had been sharp, heretofore, from the Lower School, where their few teachers came to the boys in their homerooms, to the Upper School, where boys were expected to go to each master in his own classroom. Both our own faculty and the authors of last spring's survey, Messrs. Callard and Scattergood, felt that a Middle School would offer a useful transition in classroom procedure and teaching, as well as in the areas of athletics and of social development.

PARENTS

Our Parents' Council, under the able chairmanship of Robert S. Davis, was an extremely active and vital group. Different members of the faculty were invited to their monthly meetings to explain such areas of the School as athletics, art, the plans for the United Nations meeting, and recommendations about the School made both by Messrs. Callard and Scattergood and by the faculty. The Council also held a parents' meeting on the evening of January 26th to hear a discussion of the question of college admissions. At that meeting a panel composed of Grant Curtis, Director of Admissions at Tufts College; C. William Edwards, Director of Admissions at Princeton University; and Benjamin W. McKendall, Assistant Director of Admissions at Brown University, discussed such topics as "How a College Chooses a Boy"; "The Relative Status of Private and Public School with Respect to Admission", and "What a Parent can do to Facilitate College Admission." Their discussion was followed by an extended period for questions and answers.

ATHLETICS

The most notable event during the autumn was the undefeated record of our football team. This achievement was

due to the skill of the coaches, to the hard work of the boys, and to the splendid spirit of cooperation and high morale which distinguished the team. Their example, in my opinion, contributed appreciably to the improved morale of the School in recent months.

Another gratifying aspect of the football season was the increasing support of the team by both parents and boys, as marked by the large attendance at the games. A particular tribute is due the mothers of the boys on the team. They prepared excellent teas after each home game, and Alumni Hall was crowded with friends and visitors.

Jerry Zeoli's magical touch continued into the winter to operate in a way almost too good to be true, and certainly, I should hazard, too good to last. With only fair prospects, he turned out another championship team - this time in basketball. During the winter track season, Tom Godfray won the 300-yard dash in the New England Interscholastics, and more recently, in the outdoor season, won the 100-yard dash at the Exeter Relays. The intra-mural program, which earlier had been a cause of concern to some parents, appears to have worked out very satisfactorily indeed, though the inadequate*facilities continue to be a severe handicap to Ed Armstrong. During the spring Mr. Howe's track team was undefeated in dual-meet competition.

MODEL UNITED NATIONS

The high point of the year, however, was the Second East Coast Model United Nations, sponsored by Moses Brown in conjunction with Lincoln School, Brown University, and Pembroke College. Over the weekend of April 10, 11, and 12 we were hosts to six or seven hundred guests from schools extending from Florida to Canada and as far west as Indiana. The work involved in sponsoring such an event was staggering. Two young teachers, Maurice Pezet of the French Department, and E. Kenneth Bennett, of the English Department, were the faculty members chiefly responsible for the event. Most of the boys of the Upper School, and a few in the Middle and Lower Schools, were involved in one committee assignment or another. In the main they fell to with a will. The planning and organization were remarkable, particularly when one considers the youth and inexperience of those doing it, and the fact that there was no opportunity for a trial run to learn from mistakes. Apart from the excellence of the occasion in and by itself - and its concern with peace - I believe that the undertaking and its success have contributed further to the morale of the School. Among the distinguished speakers who addressed the delegates, were Senator Pastore, Governor DeSesto, Mason Sears, U.S. representative on the Trusteeship Council, and Joseph E. Johnson, President of the Carnegie Endowment for International Peace. In my

opinion the School experienced a sense of group creative excitement and mature achievement unparalleled in my years as a schoolmaster. We have received innumerable letters of appreciation from delegates, from advisers, and from speakers.

QUAKER PRINCIPLES

In various ways Quaker principles and practices are becoming a more significant part of the School. At the Quarterly Meeting in January, for instance, two boys from Moses Brown were among the participants; and the School and the Providence Monthly Meeting held a joint Sunday meeting for worship at the School on January 18th.

In addition, Messrs. Cole and Howe made visits to Monthly Meetings in the New England area to explain the School. On occasion, also, some of the younger boys in the School paid visits to the Meetinghouse. Mr. Cole introduced a brief history of Quakerism and an exposition of Quaker principles and practices in his course on Bible; and among outside speakers who expounded the Quaker point of view at the School are William Huntington, mate of the GOLDEN RULE, which attempted to sail into the atomic testing area in the Pacific as a protest against the tests; and General Hester, who presented the case for pacifism and cooperation on a world-wide scale.

Next year boys at the School over weekends will be attending Friends services in the Meeting House adjacent to the School grounds.

THE FUTURE

I am happy to report that the Clerk of the School Committee has acted with dispatch in initiating studies essential to the future of the School. In recent weeks I have attended meetings of a committee enquiring into possible coordination of some of the activities of Moses Brown and Lincoln Schools, a committee seeking ways of increasing the Quaker influence in the School, a committee studying the future of the boarding department, and a committee studying the long-range needs of the School. In addition, other interested groups have begun a study of Annual Giving; and the School is participating in the newly founded Rhode Island Foundation for Secondary Schools, the purpose of which is to solicit gifts, essentially from corporations, for member schools: Lincoln, Wheeler, Providence Country Day, St. George's, and Moses Brown.

Apart from safety and adequate facilities, the most urgent need for the future is a faculty growing in stature.

YM-59-6

Thus we may, in effect, traverse the full circle, and come back again to furthering the tradition and the role of Moses Brown as envisaged by Dr. Gifford when he took over the reins here fifty-five years ago. That role was, first, the creation of a school dedicated to preparing its pupils for higher institutions of learning, and secondly, a school "placing its facilities to the fullest extent at the disposal of the community of which it is a part, and in which its founder and his family have exerted so wide and so beneficent an influence."

Robert N. Cunningham
Headmaster

June 1959

MINUTES

Committee on Moses Brown School and Lincoln School

Sixth Month 24, 1959

At the meeting of the Committee on Moses Brown School and Lincoln School held at Auburndale, Massachusetts, Sixth Month 24, 1959, those present were:

Robert Cunningham
Marion Cole
Eleanor Bailey
Moses Bailey
Charles Brown
Alexander Burgess, Jr.
Robert Cool
Rudman Ham

Mary Hoxie Jones
Edward Manice
Daisy Newman
Thomas Perry, Jr.
Caleb Smith
Willard Ware
Lyra Wolkins
Walter Wood

The meeting opened with a period of silence.

The names of Dwight Boole and Charles Brown, who attended the last meeting, are to be included in the minutes in the list of those present.

Miss Cole gave the report of the Scholarship Committee. Total funds available for the academic year 1959-60 amount to \$5,945.00, of which \$2,057.95 will go to Moses Brown and \$3,887.05 to Lincoln School. This was approved. The Scholarship Committee was asked to restudy the allocation of funds and report back to the School Committee. Mr. Cunningham was asked to serve as convenor of the Scholarship Committee. Miss Schaffner was appointed to serve in Miss Cole's place.

The fire protection situation at Moses Brown School was described by the Clerk. Because of the new fire regulations in Providence, the Long-range Planning Committee has laid out a program for installing a combined alarm-sprinkler system to provide complete coverage of the main buildings. The cost will be \$38,000. With the authorization of the Executive Committee, the contract for this work has been signed so that the installation may be completed in time for the opening of school in September. The School Committee approved this undertaking. Fifteen hundred dollars in insurance will be saved annually as a result. Twenty thousand dollars remain in the Development Fund, which could be used for this purpose. The addition of temporary stairways and exits at three or possibly four points, which would cost \$2,000 - \$3,000 would serve until further progress is made in the long-range plans.

The accompanying minute, marking the retirement of Marion Cole, was read and approved.

Adjourned, proposing to meet again Sixth Month 26th.

Willard Ware, Clerk

Daisy Newman
Recording Clerk for the Day

MARION SHIRLEY COLE

Marion Shirley Cole, celebrating her own and Lincoln School's 75th Anniversary, has been for fifty years with the School as teacher and as headmistress. We record our deep appreciation and affection for her life and her work. Her Christian character has been a true inspiration to all members of this Yearly Meeting and to all in any way associated with Lincoln School. Her sincere and cordial friendliness, her generous appreciation of every point of view, and her transparent goodness are of the framework of the School which she loves.

Marion Cole's background, which was not among the Quakers, and her clearly Friendly persuasion, as expressed through the Wider Quaker Fellowship, have given her perspective in recognizing the values which the Yearly Meeting desires to express through its Schools. These deeper values, genuinely illustrated in her own good life, have made lasting impression upon the generations of students that have come under her influence.

She has been a tremendously enthusiastic and consistent worker. Her counsel to parents as well as to girls is always frank, but given in a kindly and understanding manner which leads to the student's own wisest decisions. With a very full schedule of appointments, Marion Cole always has time for gracious and immediate consideration of problems presented by teacher and student.

The acclaim of the community, local and national, through the years, is manifest in her membership in Phi Beta Kappa; her honorary doctorates from Brown University and from Rhode Island College of Education; and her leadership in educational associations for private schools. The Committee of the Yearly Meeting can add no new honor but we express our abiding love and respect for her as she concludes her service at the School.

Committee on Moses Brown School
and Lincoln School

May 1959

MINUTES

Committee on Moses Brown School and Lincoln School

Sixth Month 26, 1959

The Committee on Moses Brown and Lincoln Schools met at Auburndale, Massachusetts, Sixth Month 26, 1959. Those present were:

Eleanor Bailey	Daisy Newman
Moses Bailey	Thomas Perry, Jr.
Robert Cool	Florence Selleck
Marion Cartland	Caleb Smith
Robert Cunningham	Virginia Townsend
Russell Douglas	Willard Ware
Seth Gifford	Edward White
Rudman Ham	Lyra Wolkins
Mary Hoxie Jones	Walter Wood
Edward Manice	

The meeting opened with moments of devotion.

The minutes of the last meeting were read and approved.

Willard Ware was appointed to serve as Clerk for the coming year, Winnifred Barrett as Recording Clerk, Seth Gifford as Assistant Clerk.

The new members were appointed to serve on the Boards of Trustees of

Lincoln School: Frank LePreau, Florence Selleck,
Margaret Cates

Moses Brown School: Edward White, Alexander Purdy,
Marion Cartland

Appointments to the Executive Committee were referred to the Nominating Committee of the School Committee to be filled by them. The Nominating Committee was asked to continue until the February meeting.

Caleb Smith made a progress report for the Boarding Department study-committee, which has met several times. After considerable study, the sub-committee has the impression that the Boarding Department at Lincoln School should be continued. At Moses Brown School the Boarding Department needs to be strengthened and possibly modified.

The new members expressed interest in these study committees:

On increasing Quaker influence in the Schools:
Florence Selleck

Boarding Departments and Long-Range Planning:
Edward White

The other members will join study committees when they have had time to become familiar with the concerns.

Caleb Smith asked to serve on the sub-committee on Increasing Quaker Influence in the Schools.

There being no further business, the meeting adjourned.

Willard Ware, Clerk

Daisy Newman,
Recording Clerk for the Day

